

Title of policy / procedure / function / project / decision:	Connect to Work Programme
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Evidence based equality analysis

Main aims, purpose and outcomes and how does it fit in with the wider aims of the organisation:

The Connect to Work Programme supporting economically inactive adults, return to and sustain employment. In March 2024, it was estimated that 18,500 economically inactive people resident in Cheshire and Warrington wanted a job.

The Grant funding has been calculated by national government using an agreed formula and will equate to £4.5m per year until 31 March 2030 (depending on future Spending Reviews). At its peak it is hoped that the project will support 1,300 participants each year.

The programme supports Cheshire West and Chester’s Borough Plan, especially the “Opportunity for a Fair Local Economy” mission, along with Cheshire East Council’s Corporate Plan, especially the “Fair” aim, “...to reduce inequalities, promote fairness and opportunity for all and support our most vulnerable residents and Warrington Borough Council’s Corporate Strategy, especially the pledge: “Everyone benefits from our thriving economy”

Lead officer: Matt Smith

Stakeholders: Cheshire West and Chester, Cheshire East, Warrington, DWP, ECW

For each of the areas below, an assessment needs to be made on whether the policy has a positive, negative or neutral impact, and brief details of why this decision was made and notes of any mitigation should be included. Where the impact is negative, this needs to be given a high, medium or low assessment. It is important to rate the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

High impact – a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

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<p>Medium impact –some potential impact exists, some mitigating measures are in place, poor evidence</p> <p>Low impact – almost no relevancy to the process, e.g. an area that is very much legislation led and where the Council has very little discretion</p>			
	Neutral	Positive	Negative
Target group / area			
<p>Race and ethnicity</p> <p>(including Gypsies and Travellers, refugees, asylum seekers etc.)</p>		<p>Yes</p> <p>Participant priority groups identified for the project includes refugees/ settled Afghan nationals, those residents who are accessing the Ukrainian scheme and adults who has been victims of modern slavery (likely to be from overseas).</p> <p>The delivery team will therefore be looking to engage with relevant stakeholders to ensure that the programme will meet the needs of residents regardless of race or ethnicity.</p>	
<p>Disability</p> <p>(as defined by the Equality Act - a physical or mental impairment that has a substantial and long-term adverse effect on a person's</p>		<p>Yes</p> <p>Participant priority groups identified for the project includes those adults who have disabilities</p> <p>The delivery team will therefore be looking to engage with relevant stakeholders to</p>	

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<p>ability to carry out normal day-to-day activities)</p>		<p>ensure that the programme will meet the needs of residents regardless of their disability. This will include building on the existing Local Supported Employment programme and complying with fidelity framework (SEQF) designed around supporting adults with disabilities to find, access and sustain employment.</p>	
<p>Sex (male or female)</p>		<p>Yes</p> <p>Participant priority groups identified for the project includes adults who are a victim/survivor of domestic abuse or a victim of modern slavery. Statistically this is more likely to be women.</p> <p>The delivery team will therefore be looking to engage with relevant stakeholders to ensure that the programme will meet the needs of residents regardless of their sex.</p>	
<p>Gender identity (gender reassignment)</p>	<p>Low</p> <p>Although this is not an identified priority group for the project, the delivery team will be looking to engage with relevant stakeholders to ensure that the programme will meet the needs of</p>		

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	residents regardless of their gender identity.		
Religion and belief (including lack of belief)	<p>Low</p> <p>Participant priority groups identified do not make specific reference to religion or belief. However, the guidance does refer to a list of key stakeholders that should be engaged when developing the delivery plan – this includes faith groups.</p> <p>The delivery team will therefore be looking to engage with these groups to ensure that the programme gives due regard to all residents regardless of faith or religion.</p>		
Sexual orientation (including heterosexual, lesbian, gay, bisexual and others)	<p>Low</p> <p>Participant priority groups identified do not make specific reference to sexual orientation. However, the guidance does refer to a list of key stakeholders that</p>		

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	<p>should be engaged when developing the delivery plan – this includes voluntary and community groups.</p> <p>The delivery team will therefore be looking to engage with these groups (Including Chester Pride) to ensure that the programme gives due regard to all residents regardless of sexual orientation.</p>		
<p>Age (children and young people aged 0 – 24, adults 25 – 50, younger older people 51 – 75/80; older older people 81+. Age bands are for illustration only as overriding consideration should be given to needs)</p>	<p>Medium</p> <p>Although older people are not an identified priority group for the project, statistics show that there are large numbers of economically inactive people who are aged 50+. Therefore, the delivery team will be looking to work with stakeholders who will help them to target older residents who need extra support to</p>	<p>Yes</p> <p>Participant priority groups identified for the project includes those young people who at risk of serious violence</p> <p>The delivery team will therefore be looking to engage with relevant stakeholders (both internal and external) to ensure that the programme will meet the needs of residents regardless of their age.</p>	

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	find, access and sustain work.		
Care Experienced (all young people and adults who have been in the care of Cheshire West and Chester Council - for a period of 13 weeks or more - from the age of 14 years. This includes those children/young people for whom the Council currently or have previously held corporate parenting responsibilities)		<p>Yes</p> <p>Participant priority groups identified for the project includes care leavers.</p> <p>The delivery team will therefore be looking to engage with relevant stakeholders to ensure that the programme will meet the needs of residents who have had care experience, this will include internal council teams.</p>	
Carers (people who care for others, informally or formally)		<p>Yes</p> <p>Participant priority groups identified for the project includes carers and ex-carers.</p> <p>The delivery team will therefore be looking to engage with relevant stakeholders to ensure that the programme will meet the needs of residents who are or have been carers.</p>	
Rural communities	Low		

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	<p>Participant priority groups identified do not make specific reference to rural communities. However, the guidance does refer to a list of key stakeholders that should be engaged when developing the delivery plan – this includes voluntary and community groups, many of whom will be supporting our rural communities and market towns.</p> <p>The delivery team will therefore be looking to engage with these groups (Including CHALC) to ensure that the programme gives due regard to all residents regardless of where they live.</p>		
<p>Areas of deprivation (include any impact on people living in poverty who may not live in areas identified as deprived)</p>		<p>Yes</p> <p>Participant priority groups identified for the project do not specifically include those living in areas of deprivation, statistics show that the majority of those adults who</p>	

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		<p>economically inactive are living in our more deprived wards.</p> <p>The delivery team will therefore be looking to engagement and delivery activity takes place in areas of deprivation.</p>	
<p>Human rights (see guidance note for key areas to consider)</p>		<p>Yes</p> <p>Participant priority groups identified do include victims of modern slavery.</p> <p>The delivery team will therefore be looking to engage with voluntary and community groups that support these residents to ensure that the programme gives due regard to all residents.</p>	
<p>Health and wellbeing and Health Inequalities (consider the wider determinants of health such as education, housing, employment, environment, crime and transport, plus impacts on lifestyles and effects on health and care services)</p>		<p>Yes</p> <p>Participant priority groups identified include adults with disabilities, homeless, those who are dependent on drugs and alcohol. These can all have an impact on health and wellbeing. The Connect to Work Programme aims to use employment as a way to improve health (including inequalities).</p> <p>The delivery team will be looking to work closely with NHS, public health, DWP and</p>	

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		internal teams such as transport and housing to ensure the programme complements other support packages available.	
Procurement/partnership (if project due to be carried out by contractors/partners etc, identify steps taken to ensure equality compliance)		Yes The programme will be delivered by some in-house and some commissioned delivery activity across Cheshire and Warrington. Where provision is commissioned to a delivery partner, there will be a requirement for them to demonstrate how they will ensure equality compliance.	

Evidence (see guidance note for details of what to include here):

Insight and intelligence – economically inactive data by ward, sex and age

Early help and prevention – data on care leavers

Ward profiles - [Ward profiles | Cheshire West and Chester Council](#)

DWP Stat Xplore data – includes information on unemployment status (length of unemployment/ looking for work or not), sex, age, DWP office.

Action plan:

Actions required	Priority	Outcomes required	Officer responsible	Review date
Identification of key stakeholders to engage with to ensure the	High	An insightful and informed steering group is established for		

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programme is developed, marketed and delivered in an equitable way for all residents.		the sub-region to ensure there is no duplication of effort and effective targeting of provision.		
Identify any focus groups or establish focus groups from priority participant groups to ensure the programme delivery team are aware of what works (this could include any feedback from similar employment support programmes)	High	New programme developed will be informed by previous employment support projects and from people with lived experience.		
Pull together intelligence on priority groups, economic inactivity, disability and long-term health conditions for the sub-region. Use this data to map out needs based on geography and ensure this informs marketing, engagement and delivery activity.	Medium	New programme is delivered in areas of most need.		
Ensure MI system collects data on participants against priority groups and target group on this equality assessment form. Ensure this information is monitored and action taken should there be no activity occurring that supports their needs.	Medium	New programme is responsive and will flex to ensure as many people benefit from the support as possible.		

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Sign off	
Lead officer:	Matthew Smith, Skills and Employment Manager, Cheshire West and Chester Council
Approved by Tier 4 Manager:	
Moderation and/or Scrutiny	
Date:	
Date analysis to be reviewed based on rating (high impact – review in one year, medium impact - review in two years, low impact in three years)	

Please forward the completed Equality Analysis to the Equality and Diversity Managers for publishing on the Council's website