

Equality Analysis Form

1. Introduction

1.1 Purpose of Equality Analysis

The council has an important role in creating a fair society through the services we provide, the people we employ and the money we spend. Equality is integral to everything the council does. We are committed to making Croydon a stronger, fairer borough where no community or individual is held back.

Undertaking an Equality Analysis helps to determine whether a proposed change will have a positive, negative, or no impact on groups that share a protected characteristic. Conclusions drawn from Equality Analyses helps us to better understand the needs of all our communities, enable us to target services and budgets more effectively and also helps us to comply with the Equality Act 2010.

An equality analysis must be completed as early as possible during the planning stages of any proposed change to ensure information gained from the process is incorporated in any decisions made.

In practice, the term '**proposed change**' broadly covers the following:-

- Policies, strategies and plans;
- Projects and programmes;
- Commissioning (including re-commissioning and de-commissioning);
- Service review;
- Budget allocation/analysis;
- Staff restructures (including outsourcing);
- Business transformation programmes;
- Organisational change programmes;
- Processes (for example thresholds, eligibility, entitlements, and access criteria).

2. Proposed change

Directorate	Place
Title of proposed change	Contract variation to include additional employment support services
Name of Officer carrying out Equality Analysis	Rachel Carse

2.1 Purpose of proposed change (see 1.1 above for examples of proposed changes)

The London Borough of Croydon is the lead accountable body for DWP/ESF Work & Health Programme on behalf of the South London Partnership (SLP) comprising Croydon, Sutton, Merton, Kingston and Richmond.

Contracted out to Reed in Partnership, known as 'Better Working Futures' the programme started in March 2018. It supports people with health conditions or disabilities, targeted disadvantaged groups and the long term unemployed to access the labour market.

The intended participants of this project include:

Persons who have a disability or health condition – it is expected that around 75% of participants fall within this category – the potential participant has a disability or disabilities as defined in the Equality Act 2010 and/or has a health condition

Long Term Unemployed Claimants

Ex-offender, ex-carer, a homeless person, ex-forces, current forces, a person for whom a drug/alcohol dependency presents a significant barrier to employment, a care leaver and refugees.

Participants over 50

Participants from ethnic minorities

Following a huge increase in unemployment as a result of COVID-19, DWP has successfully bid to Treasury for additional funding to increase capacity by expanding the eligibility criteria of the Work and Health Programme.

The additional services: South London Partnership Work & Health Programme Job Entry: Targeted Support (SLP WHP JETS) will provide early support which will complement the wider labour market through a sector-based approach that responds to local priorities. It provides light touch provision that includes, but is not limited to, transferable skills analysis, CV writing, job search, interview skills, self-efficacy and confidence building and takes a sector-based approach;

This is the subject of the EA. It is funded from October 2020 to Sept 2020 – 1 calendar year.

3. Impact of the proposed change

3.1 Deciding whether the potential impact is positive or negative

Table 1 – Positive/Negative impact

For each protected characteristic group show whether the impact of the proposed change on service users and/or staff is positive or negative by briefly outlining the nature of the impact in the appropriate column. . If it is decided that analysis is not relevant to some groups, this should be recorded and explained. In all circumstances you should list the source of the evidence used to make this judgement where possible.

Protected characteristic group(s)	Positive impact	Negative impact	Source of evidence
Age	<p>All protected characteristics have been adversely affected by COVID-19.</p> <p>This employment programme is an extra service supporting the wider Work & Health Programme.</p> <p>The only criteria for this programme is that an individual must have been claiming benefits for 13 weeks. This criteria does not discriminate against any protected characteristic and as such we believe there is no negative impact on any groups that share protected characteristic in particular.</p>		<p>https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/employmentintheuk/august2020</p>

	Individuals with health conditions or disabilities, targeted disadvantaged groups and the long term unemployed will continue to be supported to access the labour market via the Better Working Futures programme		
Disability			
Gender			
Gender Reassignment			
Marriage or Civil Partnership			
Religion or belief			
Race			
Sexual Orientation			
Pregnancy or Maternity			

3.2 Additional information needed to determine impact of proposed change n/a

Table 2 – Additional information needed to determine impact of proposed change

If you need to undertake further research and data gathering to help determine the likely impact of the proposed change, outline the information needed in this table. Please use the table below to describe any consultation with stakeholders and summarise how it has influenced the proposed change. Please attach evidence or provide link to appropriate data or reports:		
Additional information needed and or Consultation Findings	Information source	Date for completion

For guidance and support with consultation and engagement visit <https://intranet.croydon.gov.uk/working-croydon/communications/consultation-and-engagement/starting-engagement-or-consultation>

3.3 Impact scores

Table 4 – Equality Impact Score

Severity of Impact	3	3	6	9
	2	2	4	6
	1	1	2	3
		1	2	3
	Likelihood of Impact			

Key	
Risk Index	Risk Magnitude
6 – 9	High
3 – 5	Medium
1 – 3	Low

Table 3 – Impact scores

Column 1 PROTECTED GROUP	Column 2 LIKELIHOOD OF IMPACT SCORE 1 = Unlikely to impact 2 = Likely to impact 3 = Certain to impact	Column 3 SEVERITY OF IMPACT SCORE 1 = Unlikely to impact 2 = Likely to impact 3 = Certain to impact	Column 4 EQUALITY IMPACT SCORE Equality impact score = likelihood of impact score x severity of impact score .
Age	1	1	1
Disability	1	1	1
Gender	1	1	1
Gender reassignment	1	1	1
Marriage / Civil Partnership	1	1	1
Race	1	1	1
Religion or belief	1	1	1
Sexual Orientation	1	1	1
Pregnancy or Maternity	1	1	1

4. Statutory duties

4.1 Public Sector Duties

Tick the relevant box(es) to indicate whether the proposed change will adversely impact the Council's ability to meet any of the Public Sector Duties in the Equality Act 2010 set out below.

Advancing equality of opportunity between people who belong to protected groups

Eliminating unlawful discrimination, harassment and victimisation

Fostering good relations between people who belong to protected characteristic groups

5. Action Plan to mitigate negative impacts of proposed change

Important note:

Table 4 – Action Plan to mitigate negative impacts

Complete this table to show any negative impacts identified for service users and/or staff from protected groups, and planned actions mitigate them.

Protected characteristic	Negative impact	Mitigating action(s)	Action owner	Date for completion
Disability				
Race				
Sex (gender)				
Gender reassignment				
Sexual orientation				
Age				
Religion or belief				
Pregnancy or maternity				
Marriage/civil partnership				

Equality Analysis

6. Decision on the proposed change

Based on the information outlined in this Equality Analysis enter X in column 3 (Conclusion) alongside the relevant statement to show your conclusion.		
Decision	Definition	Conclusion - Mark 'X' below
No major change	Our analysis demonstrates that the policy is robust. The evidence shows no potential for discrimination and we have taken all opportunities to advance equality and foster good relations, subject to continuing monitoring and review. If you reach this conclusion, state your reasons and briefly outline the evidence used to support your decision.	x
Adjust the proposed change	We will take steps to lessen the impact of the proposed change should it adversely impact the Council's ability to meet any of the Public Sector Duties set out under section 4 above, remove barriers or better promote equality. We are going to take action to ensure these opportunities are realised. If you reach this conclusion, you must outline the actions you will take in Action Plan in section 5 of the Equality Analysis form	
Continue the proposed change	We will adopt or continue with the change, despite potential for adverse impact or opportunities to lessen the impact of discrimination, harassment or victimisation and better advance equality and foster good relations between groups through the change. However, we are not planning to implement them as we are satisfied that our project will not lead to unlawful discrimination and there are justifiable reasons to continue as planned. If you reach this conclusion, you should clearly set out the justifications for doing this and it must be in line with the duty to have due regard and how you reached this decision.	
Stop or amend the proposed change	Our change would have adverse effects on one or more protected groups that are not justified and cannot be mitigated. Our proposed change must be stopped or amended.	
Will this decision be considered at a scheduled meeting? e.g. Contracts and Commissioning Board (CCB) / Cabinet		Meeting title: Date:

Equality Analysis

7. Sign-Off

Officers that must approve this decision			
Equalities Lead	Name: Yvonne Okiyo	Date: 21.08.20	
	Position: Equalities Manager		
Director	Name:	Date:	
	Position:		