

EQIA Submission – ID Number

Section A

EQIA Title

Connect to Work

Responsible Officer

Steve Samson - GT GC

Approved by (Note: approval of this EqIA must be completed within the EqIA App)

Stephanie Holt-Castle - GT GC

Type of Activity

Service Change

No

Service Redesign

No

Project/Programme

Project/Programme

Commissioning/Procurement

No

Strategy/Policy

No

Details of other Service Activity

No

Accountability and Responsibility

Directorate

Growth Environment and Transport

Responsible Service

Economy

Responsible Head of Service

Stephanie Holt-Castle - GT GC

Responsible Director

Stephanie Holt-Castle - GT GC

Aims and Objectives

KCC is becoming the accountable body for a new national supported employment programme led by the Department for Work & Pensions (DWP) called 'Connect to Work' (C2W). C2W is a key part of the Government's new Get Britain Working Strategy and its commitment to supporting the 1.8m people in the UK who would like to work but are not currently participating in the labour market.

The programme will provide supported employment services to some 2,900 people in Kent & Medway per year until 20230 to people with a disability or long term health conditions and those with complex barriers to employment. Participants will be assisted to access and remain in employment. The primary focus is on supporting people who are economically inactive (85% of programme) but the programme will also provide some support people who are at high risk of falling out of work (15% of programme).

The programme is specifically targeted at the following target groups:

- People with a disability or long term health condition
- Specified disadvantaged groups:
 - o Offenders / ex-offenders
 - o Carers / ex-carers
 - o Homeless people

- o Armed Forces (AF) veterans / current AF personnel
- o People with drug or alcohol dependencies
- o Care experienced young people / care leavers
- o Refugees (resettled Afghans) / people on the Ukrainian scheme
- o Victims / survivors of domestic abuse
- o Young people (19+) involved in or at risk of serious violence
- o Victims of modern slavery

KCC will be commissioning a number of service providers to support the delivery of the programme.

In order to prepare for the roll out and targeting of the programme, further data is being sought confirming where they are people from designated target groups in different parts of Kent, and which particular target groups would benefit most from support from the programme (e.g. we know in Kent we have 2000+ care leavers per annum so data will be sought to target these people to offer assistance). Data will be collected through a series of stakeholder engagement meetings and analysing population data.

Section B – Evidence

Do you have data related to the protected groups of the people impacted by this activity?

Yes

It is possible to get the data in a timely and cost effective way?

Yes

Is there national evidence/data that you can use?

Yes

Have you consulted with stakeholders?

Yes

Who have you involved, consulted and engaged with?

The programme is at the early stages of development and further stakeholder engagement is planned but the following groups/partnerships have been made aware of the programme:

The Kent & Medway Employment Task Force
 The Strategic Partnership for Health & Economy
 The Kent & Medway Economic Partnership
 The Kent & Medway Integrated Care Partnership

The above partnerships include the private sector (businesses, business representative organisations)m public sector (local authorities, NHS, Public Health) and education sector (further and higher education), training providers, the voluntary & community sector.

The government is expecting local partners to be involved in supporting the programme and a steering group will be set up in 2025.

Has there been a previous Equality Analysis (EQIA) in the last 3 years?

No

Do you have evidence that can help you understand the potential impact of your activity?

Yes

Section C – Impact

Who may be impacted by the activity?

Service Users/clients

Service users/clients

Staff

No

Residents/Communities/Citizens

Residents/communities/citizens

Are there any positive impacts for all or any of the protected groups as a result of the activity that you are doing?
Yes
Details of Positive Impacts
The programme specifically targets disadvantaged groups (a prescribed list of participant groups is provided by government) and people with disabilities to provide support to help them to access employment. This support will reduce inequalities and disadvantage by providing real opportunities to access the labour market.
The programme will have a very positive impact on people with the following protected characteristics by providing them with 121 support to access and remain in work: People with disabilities People of different races (notably Ukrainian and Afghan refugees) Young people (19+) including care leavers
Negative impacts and Mitigating Actions
19. Negative Impacts and Mitigating actions for Age
Are there negative impacts for age?
No
Details of negative impacts for Age
Not Applicable
Mitigating Actions for Age
Not Applicable
Responsible Officer for Mitigating Actions – Age
Not Applicable
20. Negative impacts and Mitigating actions for Disability
Are there negative impacts for Disability?
No
Details of Negative Impacts for Disability
Not Applicable
Mitigating actions for Disability
Not Applicable
Responsible Officer for Disability
Not Applicable
21. Negative Impacts and Mitigating actions for Sex
Are there negative impacts for Sex
No
Details of negative impacts for Sex
Not Applicable
Mitigating actions for Sex
Not Applicable
Responsible Officer for Sex
Not Applicable
22. Negative Impacts and Mitigating actions for Gender identity/transgender
Are there negative impacts for Gender identity/transgender
No
Negative impacts for Gender identity/transgender
Not Applicable
Mitigating actions for Gender identity/transgender
Not Applicable
Responsible Officer for mitigating actions for Gender identity/transgender

Not Applicable
23. Negative impacts and Mitigating actions for Race
Are there negative impacts for Race
No
Negative impacts for Race
Not Applicable
Mitigating actions for Race
Not Applicable
Responsible Officer for mitigating actions for Race
Not Applicable
24. Negative impacts and Mitigating actions for Religion and belief
Are there negative impacts for Religion and belief
No
Negative impacts for Religion and belief
Not Applicable
Mitigating actions for Religion and belief
Not Applicable
Responsible Officer for mitigating actions for Religion and Belief
Not Applicable
25. Negative impacts and Mitigating actions for Sexual Orientation
Are there negative impacts for Sexual Orientation
No
Negative impacts for Sexual Orientation
Not Applicable
Mitigating actions for Sexual Orientation
Not Applicable
Responsible Officer for mitigating actions for Sexual Orientation
Not Applicable
26. Negative impacts and Mitigating actions for Pregnancy and Maternity
Are there negative impacts for Pregnancy and Maternity
No
Negative impacts for Pregnancy and Maternity
Not Applicable
Mitigating actions for Pregnancy and Maternity
Not Applicable
Responsible Officer for mitigating actions for Pregnancy and Maternity
Not Applicable
27. Negative impacts and Mitigating actions for Marriage and Civil Partnerships
Are there negative impacts for Marriage and Civil Partnerships
No
Negative impacts for Marriage and Civil Partnerships
Not Applicable
Mitigating actions for Marriage and Civil Partnerships
Not Applicable
Responsible Officer for Marriage and Civil Partnerships
Not Applicable
28. Negative impacts and Mitigating actions for Carer's responsibilities
Are there negative impacts for Carer's responsibilities
No
Negative impacts for Carer's responsibilities

Not Applicable

Mitigating actions for Carer's responsibilities
--

Not Applicable

Responsible Officer for Carer's responsibilities

Not Applicable
