

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

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| 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 |

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| 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 |

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| Not Applicable |
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| Mitigating actions for Carer's responsibilities |
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| Not Applicable |
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| Responsible Officer for Carer's responsibilities |
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| Not Applicable |
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