

Cabinet – 28 October 2020

Approval for the: Extension of the Walsall Impact Programme

Portfolio: Councillor Mike Bird, Leader of the Council.

Related portfolios: Councillor Adrian Andrew, Deputy Leader and Regeneration.

Service: Resources & Transformation

Wards: **All**

Key decision: **Yes**

Forward plan: **Yes**

1. Aim

Securing £3,021,628 of additional European Union (EU) and government funding for the current Walsall Impact programme, together with an extension of through to December 2023 will enable Walsall Council and its delivery partners to continue to support young people throughout Walsall aged 16 – 29, who are Not in Employment, Education or Training into positive outcomes.

2. Summary

- 2.1 In 2014, Walsall Council led the development of a Black Country partnership with the sole aim of securing the 16-29 Youth Employment Initiative (YEI) contract for the Black Country. Success in 2016 resulted in the Black Country securing approval for £34million of EU and government funding to deliver the (YEI) contract, with Dudley Council appointed as Accountable Body.
- 2.2 Cabinet granted approval in 2016 for the Walsall Impact programme to take up its allocation of £6,063,656 to support 3504 beneficiaries. Followed on the 5 September 2018 by Cabinet accepting an increase in budget to £7,449,930 and an extension of two years through to July 2021. This increased Impact's capacity to support up to 4461 young people, who are Not in Employment, Training or Education (NEET) into positive Education & Employment outcomes.
- 2.3 The Department for Work & Pensions have offered all existing EU providers extensions to their programmes, with the UK Government underwriting all contracted EU programmes. The Black Country has accepted the offer and has successfully submitted its proposals and secured the offer of an extension to the current Black Country Impact programme through to December 2023.
- 2.4 This report sets out the case for and seeks approval to take up the offer of an additional £3,021,628, a revised total of £10,471,558, to continue and extend the current Impact programme through to December 2023. Increasing Impacts capacity by around 30%, providing 5800 places for Walsall's 16 – 29 year olds who are NEET.

3. Recommendations

- 3.1 That Cabinet approves acceptance of the additional £3,021,628 of European Union and Government grant funding, creating a total budget of £10,471,558 to support the Walsall Impact programme, administered by Dudley Council in their role as the Department for Work & Pensions appointed Accountable Body.
- 3.2 That Cabinet approves the extension of the Walsall Impact programme through to December 2023, to fully utilise the grant available and provide 1339 additional places, so that an estimated total 5,800 young can receive the support they need to progress into positive outcomes and all results can be evidenced and claimed.
- 3.3 That Cabinet delegate's authority to the Executive Director for Resources & Transformation in consultation with the Leader and Deputy Leader of the Council, to sign, amend and enter into the appropriate agreements with Dudley Council, together with any subsequent negotiations as required to secure the funding and ensure delivery of the Walsall Impact contract and associated programmes.

4. Report detail – know

- 4.1 In 2014, Walsall Council led the development of a Black Country partnership with the sole aim of securing the 16-29 Youth Employment Initiative (YEI) contract for the Black Country. Subsequently the four Black Country Councils of Dudley, Sandwell, Walsall and Wolverhampton, together with the Wolverhampton Voluntary Sector Council (Talent Match), entered a competitive bidding process. This resulted in success during 2016, securing £34million to support the Black Country the Youth Employment Initiative (YEI) contract; with Dudley Council appointed as Accountable Body.
- 4.2 Subsequently called Impact, Cabinet granted approval in 2016 for the Walsall (YEI) programme to take up its £6,063,656 of new funding to support up to 3504 qualifying 16 – 29 year olds into positive outcomes. On the 5 September 2018 Cabinet granted a further approval to accept an extension, consisting of £7,449,930 (an increase of £1,386,274) creating the capacity to support up to 4461 young people into positive Education & Employment outcomes through to March 2021.
- 4.3 The Department for Work & Pensions have offered all existing contracted EU provision extensions to their programmes, with the UK Government underwriting all subsequently contracted EU programmes. This report sets out the case for and seeks approval to take up an additional £3,021,628, a total grant available of £10,471,558 to continue with, and extending the current Impact programme through to July 2023, as its active phase and December 2023 for its winding up and final claim processing and submission, as set out within the following table.

4.3.1. Programme Extension Request Details

Walsall Impact Programme - Timeframe Details	Grant	Match	Total programme value
Initial Approval - Sept 2016 - July 2019	£ 6,063,656	£ 2,250,000	£ 8,313,656
Extension 1 Sept 2016 - July 2021	£ 7,449,930	£ 2,737,584	£ 10,187,514
Extension 2 Sept 2016 - July 2023	£ 10,471,558	£ 3,930,431	£ 14,401,989
Variance to original commitment	£ 4,407,902	£ 1,680,431	£ 6,088,333
Claimed up to Dec 2019	£ 3,809,290	£ 1,888,273	£ 5,697,563
Grant available and Match Requirement - Through to July 2023	£ 6,662,268	£ 2,042,158	£ 8,704,426

- 4.4 The Impact programme is unique in EU terms, as for every £1 in match successfully evidenced; Walsall Council can draw down £2 of EU / Government funding. If we are to draw down all available funding Walsall council needs to evidence matching funding totalling £3.93m, as set out in the above table, 4.3.1.
- 4.5 So far up to Dec 19 Walsall Council has successfully evidenced 1.89m of match funding, leaving a balance of £1.814m to be recorded and evidenced before programme completion in July 2023, followed by its winding up through to December 2023. The Programme Management team have worked with Service Managers and Finance Leads across all directorates, who together have produced the following table that sets out the match funding profiles as agreed together with each directorate to generate the balance required of £1.814m.

4.5.1 – Walsall Impact Match Funding Table

Walsall Impact Programme - Proposed (Extension) Match Funding Profiles Jan 2020 - July 2023					
Directorate / Area	2020	2021	2022	2023 (Q1 and Q2)	Totals
Economy, Environment & Communities (Employment & Skills)	£103,537	£121,550	£126,795	£65,529	£417,411
Adult Social Care	£93,275	£98,850	£103,403	£53,204	£348,732
Money Home Job (Service Area)	£181,423	£202,449	£210,595	£108,146	£702,613
Children's Services	£88,280	£99,410	£104,029	£53,860	£345,579
Sub Totals	£466,515	£522,259	£544,822	£280,739	£1,814,335
15% Match Provided by the Department of Work & Pensions	£69,977	£78,339	£81,723	£42,111	£272,150
Totals	£536,492	£600,598	£626,545	£322,850	£2,086,485

- 4.6 Directorates/service areas listed are on track to evidence the £466,515 for 2020, leaving a balance around £1.35m to be recorded / evidenced as set out above for 2021, 2022 and the first two quarters of 2023. Government through the Department for Work & Pensions (DWP) also provides matching funding at 15%, which is included within table 4.5.1 above.

- 4.7 As with previous years the sources of match change and flex as structures and roles and responsibilities also change and evolve; the capturing of matching funding will as before adapt to circumstances and any structural changes as required. The production of match funding captured monthly is monitored on a quarterly basis by the Programme Management team, with changes and adaptations negotiated with directorate nominees and reported into the cross directorate Impact Management Group meetings.
- 4.8 Partners are key to both delivery and the production of matching funding, for example, the match funding provided by Wolverhampton Council for Voluntary Organisations (CVO) through its Talent Match programme funds additional services through their Impact contract with Dudley Council, the programmes Accountable Body. These services are available to Walsall Councils Impact participants, adding choice and diversity.

Context

- 4.9 The Impact programme aims to support 16 – 29 year olds who are Not in Employment Education or Training (NEET) on their journey into positive outcomes, including; training, education, apprenticeships and employment. By accepting the extension through to July 2023, this opens up an additional £3,021,628 of EU and government grant to continue with, and increase the number of places from 4461 by around 30% to 5800.
- 4.10 All council directorates; Economy & Environment, Children's, Resources and Transformation and Adult Social Care (including Public Health), are actively collaborating in its delivery by identifying existing staff who support young people and generate matching funded activity. By capturing this, the funding drawn down from Government and the EU, at an intervention rate of £2 of funding per £1 of match provided by Walsall Council, funds all Impact activities.
- 4.11 This active and mature council partnership is not only delivering effective services for young people, but aiding the transformation of services through the Proud programme by improving the culture and ways we work together to maximise participant success through the alignment of pathways and support.
- 4.12 The Resources and Transformation Directorate through the Head of Programme Management provides management oversight and co-ordination for the Impact programme. Achieved through a mix of direct management and accounting through dedicated staff, together with collective decision making through the Impact Strategic and Operational groups, which have representatives from all Directorates together with finance colleagues.
- 4.13 Flexibility and creativity are at the heart of the Impact programme, staff have the freedom within eligibility guidelines to change delivery methods and techniques to ensure that participant's needs are met, and outcomes achieved. To ensure EU compliance the Accountable Body (Dudley Council) has established a Dynamic Purchasing Model, a tendering process that has assembled a range of suppliers that we can call off to meet participant needs etc. If items are not covered, we are able to meet their needs through spot purchasing in accordance with EU eligibility rules and our procurement procedures and processes.

4.14 The Impact programme has provided tailored support to thousands of participants, recruited from groups established as a priority for the EU, government and Walsall Council, including; long term unemployed, those who are inactive in the labour market, people with disability or health problems, those who live in single person households with dependent children and migrants. Further details, together with outcomes achieved per category are set out within Attachment 1, and summarised in the table below:

Table 4.14.1 – Recruitment & Outcome Levels February 2016 - June 2020

Directorate / Service Team	Participants	Positive Outcomes	%
Economy, Environment & Communities)Programme Management & Employment & Skills).	1288	440	34%
Adult Social Care	343	106	31%
Childrens Services (Information Advice & Guidance & Money Home Job).	1872	482	26%
Other Partners (Walsall College / Providers etc.)	467	161	34%
Totals	3970	1189	30%

4.15 So far from the 3970 participants recruited, 1189 (average of 30%) have achieved a range of positive outcomes as set out within the Impact Dashboard (Attachment 2) and summarised in the table below;

Table 4.15.1 – Participant Outcome Destinations February 2016 - June 2020

Patcicipant Outcomes	Numbers	%
Supported into Education	630	52.99%
Supported into Employment	533	44.83%
Supported into Training	16	1.35%
Supported into a Study Programme	9	0.76%
Suppoted into an Internship	1	0.08%
Totals	1189	100%

4.16 Within the English Indices of Deprivation 2019, Walsall is ranked (out of 326), overall as the 25th most deprived local authority, placed as the 11th most deprived in terms of Employment, Skills & Training. Since the start of 2020 the numbers of working age residents now seeking work and claiming unemployment benefits has almost doubled (May 2020) to 15,170. Younger people are showing that they are more likely to be unemployed and claiming benefits than older age groups. Demonstrated by the claimant rates (May 2020) for those aged 18-24 almost doubling from 7.6% to 14.1% affecting 3,240 young people, and for those aged 25–29, increasing from 5.7% to 11.3%. With the average overall rate in Walsall for those aged 16–64 being 8.8%.

- 4.17 These figures begin to capture the negative effects on the young people (16-29 year olds) of Walsall from a range of factors arising from COVID-19 and the subsequent lockdown, which has badly effected economic output and employment levels. The effects on local people and employers are yet to be fully understood as the range of government interventions end over the coming weeks and months. Based upon the trend that is developing its highly likely that the interventions and support provided through the Impact programme will be required now more than ever, if we are to engage and support the young people of the borough into positive outcomes.
- 4.18 The Impact programme utilises social media, not only to recruit participants but also to celebrate their successes. This will continue throughout the extension, and will be included within relaunched Walsall.com website and driven by the appointed Impact Communications / Marketing officer.
- 4.19 To enable young people to communicate with us and enrol, in addition to on-line platforms the Impact Hub (based in the Crossings at St Pauls), lunched in July 2017. This Walsall Town centre venue developed and staffed by partners has provided successful, allowing us to engage with and recruit young people, this approach will continue, evolve and develop as part of the Impact extension.

Council Corporate Plan priorities

- 4.20 The Impact programme will also continue to contribute significant outcomes and outputs towards, the following Corporate Plan Priorities;
- Economic Growth for all people, communities and businesses, contributing towards the outcomes of;
 - Creating and environment where business invests and everyone who wants a job can access one.
 - Education, training and skills enable people to fulfil their personal development.
 - Communities are prospering and resilient with all housing needs met in safe and healthy places that build a strong sense of belonging and cohesion, contributing towards the outcomes of:
 - Housing meeting all people's needs, is affordable, safe and warm
 - People are proud of their vibrant town, districts and communities.
- 4.21 The Marmot Review ('Fair Society, Healthy Lives') presented a national strategic review of health inequalities post 2010. It concluded that reducing inequalities will require action on six policy objectives, being:
1. Give every child the best start in life.
 2. Enable all children, young people and adults to maximise their capabilities and have control over their lives.
 3. Create fair employment and good work for all.
 4. Ensure a healthy standard of living for all.

5. Create and develop healthy and sustainable communities.
6. Strengthen the role and impact of ill-health prevention.

The Economic Growth Programme has the potential to make significant contributions towards these policy objectives.

Risk management

- 4.22 There is a risk that Walsall Council could be subject to claw back of EU / Government funding if claims contain ineligible activity. There is also a risk that we are unable to claim the full funding required to deliver the programme, as matching funding is not realised or claimed in accordance with EU rules. These risks will continue to be managed and mitigated through the well-resourced and effective Programme Management team, who work jointly with finance colleagues and the Black Country EU Technical Assistance Team to ensure they do not happen.
- 4.23 There is a risk that Walsall Council fails an external Audit, and as a result risks a loss of reputation and / or a fine. This will continue to be managed and mitigated through the work of the programme management team's officers working with partners to ensure that all paperwork is complete and in accordance with EU rules and requirements. Complemented by external inspections / audits by contracted EU specialists of Impact files, to ensure that this is the case.
- 4.24 Audits are carried out regularly by Dudley Council as part of their role as Accountable Body for the Impact programme. Throughout which we have received positive feedback regarding both our compliance and processes adopted. The audit checks include both the participant journey and financial spend. To complement these audits and to ensure we reduce risk, internal checks, including the introduction of our quality framework and as required the services of external EU funding / audit experts / advisors.
- 4.25 There is a risk that we do not deliver against the outcomes and outputs we are committed to as part of the agreement with the EU, putting our value for money / contract status at risk. This will be managed and mitigated through our experienced delivery staff, who hold a track record of successful Impact / EU programme delivery.

Financial implications

- 4.26 Table 4.3.1 sets out the funding for previous phases of the Impact programme through to July 2021, together with the funding available from the EU and government to support the proposed two year extension through to July 2023, including the resources required to wind up the programme by December 2023.
- 4.27 Funding is available but claiming it is dependent upon the on-going generation of matching funding totalling £3,930,431. so far up to December 19 Walsall Council has successfully evidenced 1.89m of match funding, leaving a balance of £1.814m to be recorded and evidenced before programme completion in July 2023 and winding up by December 2023.

- 4.28 Table 4.5.1 sets out the annual match funding requirements from January 2020 to meet our balance requirement of £1.814m, noting that council directorates are on track to evidence the £466,515 for 2020. This leaves a balance around £1.35m to evidence for 2021, 2022 and the first two quarters of 2023. Government through the Department for Work & Pensions (DWP) also provides matching funding at 15%, which is also included within the table.
- 4.29 Funding can only be claimed against eligible activity, and must be evidenced in accordance with EU funding rules. To ensure that we comply with these requirements project officers work with finance colleagues to ensure that all claims submitted are eligible, add up and come with the required evidence. All claims are then submitted to the Accountable Body for Impact, Dudley MBC, who also complete validation checks prior to submission for payment by government.
- 4.30 The Impact programme is self financing and will recover any relevant/ associated costs. Walsall Council is also able to claim 15% overhead costs against salary costs claimed, this funding is held by finance and ring fenced for the Impact programme to meet any other non-funded costs as a result of the programme; such as compliance, unforeseen eligible expenditure and redundancy etc.

Legal Implications

- 4.31 To implement the Impact Phase 1 programme, the Black Country Councils of; Dudley Council, Sandwell Council, Walsall Council, and Wolverhampton Council, together with the Wolverhampton Voluntary Sector Council (Talent Match), entered into a Collaboration Agreement. This agreement sets out all party's roles and responsibilities, including their powers, duration, and termination and dispute arrangements, together with outcomes, outputs, eligibility and legal requirements.
- 4.32 For any amendments or extensions to the collaboration agreement, or any proposed alternatives, officers from Legal Services will be engaged and advise on the contents etc. to ensure that prior to signing it is appropriate and if not the appropriate changes and amendments are sought and included.

Procurement Implications/Social Value

- 4.33 The Dynamic Purchasing Model (DPM), administered by the Accountable Body for the programme, Dudley Council, allows Walsall Council to access and pay for a range of services and activities as required by Impact participants. Examples of this include: training courses, specialist services, travel, protective clothing / tools and counselling & guidance. If required additional service providers can be added to the DPM to meet participant's needs, again through Dudley Council. If items or services are required at short notice Walsall councils officers can spot purchase in accordance with EU eligibility and Walsall Council procurement rules and procedures.
- 4.34 It is not anticipated that Walsall Council will be expected to enter into contracts with providers for services, as the DPM will be utilised. However if these contracts

are required, officers from both Procurement and Legal services will be consulted / engaged to ensure the appropriate procedures are followed, value for money is achieved and that the right agreements set into place.

Property Implications

- 4.35 Where there are property implications, the renting of space, such as the Impact Hub in St Pauls, Asset Management and Legal services personnel are engaged to provide advice and guidance to ensure that the best value for money agreements are reached and the interests of the Council are protected. This approach will be utilised throughout the Impact programme, including that no obligations are entered into that go beyond the terms of funding available and that all costs are met etc.

Health and Wellbeing implications

- 4.36 The Council has a statutory duty to promote health and wellbeing, colleagues from Public Health are actively involved in the Walsall Impact programme and together all directorates involved in its delivery actively promote and deliver activities that support health and wellbeing to the participants of the Impact programme

Staffing implications

- 4.37 Fixed term contracts of those employees supporting the Impact programme will be extended. Where new staff are recruited these will be appointed on the appropriate fixed term or temporary contracts. HR colleagues will advise and support these processes.

Reducing Inequalities

- 4.38 The Equality Impact Assessment (attachment 3) – Is attached to this report.
- 4.39 The Impact project proactively supports individuals who face social and financial exclusion, by working with young people to address a range of issues that prevent an active and positive engagement in society. Individuals are supported to overcome key barriers including health, housing, confidence and skills deficits through personalised and targeted support. The project also works with employers to address workplace barriers that could prevent an individual joining the workforce, including disability awareness advice and guidance and ongoing in work support following placement.

Consultation

- 4.40 All council directorates have been consulted and actively involved in the development and finalisation of the Impact extension proposals and associated requirements.
- 4.41 The governance arrangements for the Impact programme include the steering group, involving senior representatives from all directorates involved in delivery together with finance colleagues. Complemented by the Operations group, which again involves all directorates' operational staff.

4.42 Throughout previous phases of the Impact programme, Corporate Management Team and Cabinet members have been briefed on progress and invited to local events to meet and engage with programme participants and service providers etc. This will be continued throughout all future phases of the Impact programme.

5.0 Decide

5.1 If Cabinet accept the offer of the £3,021,628 of additional European Union and Government grant funding, this will create a total budget of £10,471,558 and through this external funding, continued support for the Walsall Impact programme.

3.2 Acceptance of the contract extension will create the additional time required through to July 2023, to fully utilise the grant available and provide additional places, so that an estimated 5,800 young can receive the on-going support they need to progress into positive outcomes.

3.3 By delegating authority to the Executive Director for Resources & Transformation in consultation with the Leader of the Council, to sign, amend and enter into the appropriate agreements with Dudley Council and negotiate and accept any future amendments as required, will secure the funding and ensure successful delivery of the Walsall Impact programme.

6.0 Respond

6.1 If approved by Cabinet it will allow Walsall Council to accept the offer of the £3,021,628 of additional European Union and Government grant funding, and to proceed quickly with the implementation of Impact extension. Complemented by officers setting into place the necessary contracts, agreements and operational arrangements to deliver the project through to July 2023, and the winding up by December 2023.

7.0 Review

7.1 Progress is reviewed regularly by the Impact Steering group, with meetings held regularly (at least 8 held per year), which have representatives from each directorate, reported on quarterly in detail through the production of reports and information dashboards.

7.2 Evaluations built into the Impact programmes budgets support / allow officers and external advisors to capture and review how the programme is progressing and the quality of service provided for its participants. This process helps to shape future provision, ensuring its delivering what participants really need and is progressing their development and progression into positive outcomes.

Background papers

Attachments

Attachment 1 – EU Recruitment and Outcome Group Categories and current performance Details.

Attachment 2 – Impact Programme Outcome & Performance Dashboard

Attachment 3 – Equality Impact Assessment

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Deborah Hindson
Interim Executive Director of Resources
and Transformation (S151 Officer)
20 October 2020



Councillor M Bird
Leader of the Council
20 October 2020

Attachment 1 – EU Recruitment and Outcome Group Categories and current performance Details

Walsall - Impact Programme Performance 2015 - June 2020									
Output Indicators	2015 -					Total	Target	Variance	%
	2017	2018	2019	2020 (Q2)					
YEI 09 – Unemployed (including long term unemployed) participants (YEI)	1563	451	383	57		2454	2431	23	101%
YEI 010 Long-term unemployed participants (subset of YEI09)	540	187	166	325		1218	730	488	167%
YEI 03 – Participants (aged 25-29) who are unemployed or inactive (not in education or training)	460	166	128	397		1151	1339	-188	86%
YEI 08 – Participants (below 25 years of age) who are unemployed or inactive (not in education or training)	1515	632	497	100		2744	3122	-378	88%
YEI 012 – Participants with disabilities or health problems.	584	249	226	47		1106	703	403	157%
YEI 013 – Participant who lives in a single adult household with dependent children	97	56	82	112		347	484	-137	72%
O5 Migrants, people with a foreign background, minorities (incl marginalised communities such as the Roma)	504	199	202	0		905	747	158	121%
Result Indicators	2015 -					Total	Target	Variance	%
	2017	2018	2019	2020					
YEI CR01 – Unemployed participants who complete the YEI supported intervention	244	268	146	38		696	1112	-416	63%
YEI CR02 – Unemployed participants who receive an offer of employment, continued education, apprenticeship or traineeship upon leaving	145	100	120	29		394	727	-333	54%
YEI CR03 – Unemployed participants who are in education/training, gaining a qualification, or in employment, including self-employment, upon leaving	141	115	119	29		404	550	-146	73%
YEI CR04 – Long-term unemployed participants who complete the YEI supported intervention	113	268	113	27		521	518	3	101%
YEI CR05 – Long-term unemployed participants who receive an offer of employment, continued education, apprenticeship or traineeship upon leaving	42	77	78	17		214	319	-105	67%
YEI CR06 – Long-term unemployed participants who are in education/training, gaining a qualification, or are in employment, including self-employment, upon leaving	39	94	77	17		227	259	-32	88%
YEI CR07 – Inactive participants not in education or training who complete the YEI supported intervention	108	374	134	45		661	1200	-539	55%
YEI CR09 – Inactive participants not in education or training who are in education/training, gaining a qualification, or are in employment, including self-employment, upon leaving	75	278	135	45		533	744	-211	72%

Attachment 2 – Impact Programme Outcome & Performance Dashboard as attached to cabinet report.

Add Dashboard here

Attachment 3 – Equality Impact Assessment

Ref No.

Equality Impact Assessment (EqIA) for Policies, Procedures and Services

Proposal name	Impact – Youth Employment Programme Extension		
Directorate	Economy & Environment Directorate		
Service	Programme Management		
Responsible Officer	Deborah Hindson		
Proposal planning start	August 2016	Proposal start date (due or actual date)	August 2016
1	What is the purpose of the proposal?	Yes / No	New / revision
	Policy	No	
	Procedure	No	
	Guidance	No	
	Is this a service to customers/staff/public?	Yes	Revision
	If yes, is it contracted or commissioned?	Contracted	Revision
	Other - give details		
2	What is the business case for this proposal? Please provide the main purpose of the service, intended outcomes and reasons for change?		
	<p>In 2014, Walsall Council officers led the development of a Black Country partnership with the sole aim of securing the 16-29 Youth Employment Initiative (YEI) contract for the Black Country. Success in 2016 resulted in the Black Country securing approval for £34million of EU and government funding to deliver the (YEI) contract, with Dudley Council appointed as Accountable Body.</p> <p>Cabinet granted approval in 2016 for the Walsall Impact programme to take up its allocation of £6,063,656 to support 3504 beneficiaries. Followed on the 5 September 2018 by Cabinet accepting an increase in budget to £7,449,930 and an extension of two years through to July 2021. This increased Impact’s capacity to support up to 4461 young people, who are Not in Employment, Training or Education (NEET) into positive Education & Employment outcomes.</p> <p>The Department for Work & Pensions have offered all existing EU providers extensions to their programmes, with the UK Government underwriting all contracted EU programmes. The Black Country has accepted the offer and has successfully submitted its proposals and secured the offer of an extension to the current Black Country Impact programme through to December 2023.</p> <p>This report sets out the case for and seeks approval to take up the offer of an additional £3,021,628, a revised total of £10,471,558, to continue and extend the current Impact programme through to December 2023. Increasing Impacts capacity by around 30%, providing 5800 places for Walsall’s 16 – 29 year olds who are NEET.</p>		
3	Who is the proposal likely to affect?		

	People in Walsall	Yes / No	Detail
	All	Yes	Subject to eligibility criteria all people aged 16 – 29 will be able to access and benefit from the projects, employment opportunities and service changes / improvements arising from the Impact Programme and the implementation of its services. Specific groups may also access and benefit from targeted support through appointed specialists service providers.
	Specific group/s	No	
	Council employees	Yes	
	Other (identify)	Yes	
4	Please provide service data relating to this proposal on your customer's protected characteristics.		
	<p>For the first phases of the Impact programme, customer characteristics are available for gender and age groups but not yet for protected groups.</p> <p>For future phases of the Impact programme will look at how these customer characteristics could be captured, with a view to doing so.</p>		
5	Please provide details of all engagement and consultation undertaken for this proposal. (Please use a separate box for each engagement/consultation).		

The development of the Walsall Impact Programme involved consultation with stakeholders and community groups / members, together with local employers as part of its drafting. This also included on-going dialogue with the Economy & Environment Directorates customers, who include: local employers, local people and the providers of services associated with this proposal.

Consultation was also carried out with key stakeholders and community representatives as part of the development of the Black Countries European Investment Strategy, this looks at developing and delivering interventions that promote Social Inclusion throughout identified geographical areas, assigned by the European commission.

As part of the phase Impact extension, we will look to expand the groups of stakeholders to bring a greater insight into barriers/issues experienced by potential beneficiaries with equality characteristics (people with disability, gender considerations, ethnicity, people with ESOL needs, people with qualifications from abroad, families with care needs...etc.

The programme will also continue to develop effective strategies for engagement with those who are further from the job market (e.g. Asian women) as well as those from new communities who perceive being 'exploited' or discriminated in the job market.

As part of the development of strategies for implementation and the work carried out through the Economic Growth & Impact programmes, we will ensure that no person or persons are discriminated against.

Officers will look at how the project can attract and support people with significant barriers to education and employment, whether this is linguistic, cultural or caring resp., those with lack of aspiration, White boys who are least performing at schools, those from deprived areas where there's a lack of role models, those with mental health needs...etc. into the programme.

The teams involved in service design and delivery operate on-going engagement with service users (often Local People) and customers (often Local Businesses and Employers), two examples of this on-going engagement and consultation are:

Consultation Activity

Please see previous section.

Type of engagement/consultation	Business Community Feedback	Date	On-going
Who attended/participated?	Walsall Business Community / Employers		
Protected characteristics of participants	All as set out in section 7		
As part of on-going consultation with local employers and business owners, team members discuss issues, needs and barriers to employment. Comments are collected and used to inform service delivery and changes and to identify companies who are positively supportive of ensuring a diverse workforce etc.			

Type	Service User Feedback	Date	On-going
Audience	Individuals who use or benefit from our services		
Protected characteristics	All as set out in section 7		
Feedback			
We seek the views and comments of service users so that we are able to respond to specific needs and requirements and also adapt our delivery to meet the needs of those with protected characteristics.			

6 Concise overview of all evidence, engagement and consultation

Consultees expressed a desire to ensure that members within local communities, especially those furthest from the labour market within the protected characteristic's receive support to overcome barriers to work including: specific support for those in age groups shown to be vulnerable or holding a higher than average unemployment rates, those possessing low / no skills or experiencing wider problems that are limiting their access to employment.

Service users expressed a desire to undertake training and support that was tailored to meeting both their employment ambitions and their individual needs, that could overcome barriers they are experiencing, so that they are able to move forward and meet their individual goals.

7	How may the proposal affect each protected characteristic or group? The effect may be positive, negative, neutral or not known. Give reasons and if action is needed.			
	Characteristic	Affect	Reason	Action needed Yes / No
	Age		<p>Yes All groups within the 16 – 29 age group may be positively affected through Improved access to training and employment opportunities.</p> <p>As set out within section 5 we will look to develop engagement strategies / actions that will hopefully ensure that our cohorts of beneficiaries are from groups with different equality characteristics to match representative local population</p> <p>The action will be to develop approaches that improve access to the Impact programme for beneficiaries that are from different equality characteristics.</p>	
	Disability			
	Gender reassignment			
	Marriage and civil partnership			
	Pregnancy and maternity			
	Race			
	Religion or belief			
	Sex			
	Sexual orientation			
	Other (give detail)			
Further information				
8	Does your proposal link with other proposals to have a cumulative effect on particular equality groups? If yes, give details.			
<p>The Impact programme will link into and also assist with the delivery of many complementary programmes, including Walsall Works, Economic Growth Programme, Town Deal and any complementary programmes operated through the current European Programme.</p> <p>It's not possible to quantify the impact on any particular equality group, however as we aim to support up to 5800 16-29 year olds who are NEET (Not in Employment Education or Employment) through a range of service providers in the delivery of solutions, pathways and services to place beneficiaries into positive outcomes. We expect this to have positive effect on equality groups.</p> <p>All services will be available for all people throughout the borough, subject only to the eligibility criteria set by the funding organisation, in this case the EU.</p> <p>The proposal will also utilise existing council reserves harnessing these to support local businesses to create new jobs etc. and local people to apply and successfully gain them.</p>				

9	Which justifiable action does the evidence, engagement and consultation feedback suggest you take?	
	A	No major change required Yes
	B	Adjustments needed to remove barriers or to better promote equality No
	C	Continue despite possible adverse impact No
D	Stop and rethink your proposal No	

Action and monitoring plan				
Action Date	Action	Responsibility	Outcome Date	Outcome
Start in Sept 2020	Evaluate / understand with the help of key stakeholders the likely (positive) impact the Impact programme may have on protected groups.	Performance Management within the Resources & Transformation Directorate.	July 2023	Understand and, if possible, define the positive impact on protected groups
Start in Sept 2020	Develop recruitment approaches that improve access to the Impact programme for beneficiaries that are from different equality characteristics.	Performance Management within the Resources & Transformation Directorate.	April 2023	Understand and, if possible, define the positive impact on protected groups

Update to EqIA

Date
04.09.20

Detail Participant numbers and outcome details summary

The following tables set out the numbers of beneficiaries recruited and supported across the council directorates involved. Together with the types of outcomes achieved.

Recruitment & Outcome Levels February 2016 - June 2020

Directorate / Service Team	Participants	Positive Outcomes	%
Economy, Environment & Communities)Programme Management & Employment & Skills).	1288	440	34%
Adult Social Care	343	106	31%
Childrens Services (Information Advice & Guidance & Money Home Job).	1872	482	26%
Other Partners (Walsall College / Providers etc.)	467	161	34%
Totals	3970	1189	30%

So far from the 3970 participants recruited, as set out above 1189 (average of 30%) have achieved a range of positive outcomes as summarised in the table below;

Participant Outcome Destinations February 2016 - June 2020

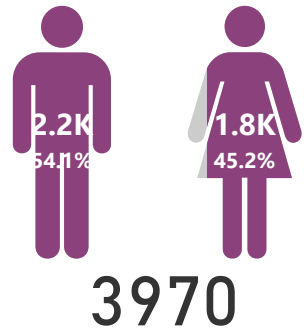
Participant Outcomes	Numbers	%
Supported into Education	630	52.99%
Supported into Employment	533	44.83%
Supported into Training	16	1.35%
Supported into a Study Programme	9	0.76%
Supported into an Internship	1	0.08%
Totals	1189	100%

Contact us

Consultation and Equalities
Change and Governance

Telephone 01922 655797
Textphone 01922 654000
Email equality@walsall.gov.uk
Inside Walsa

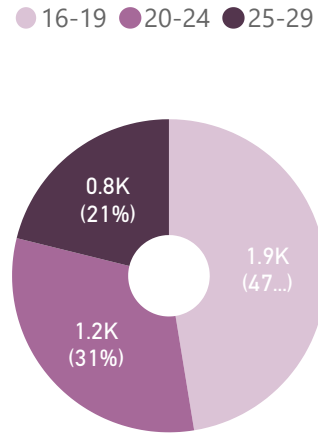
Sex



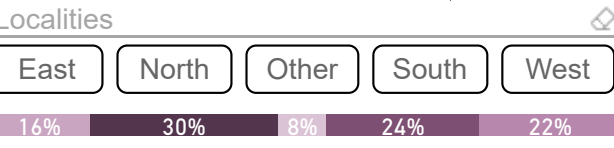
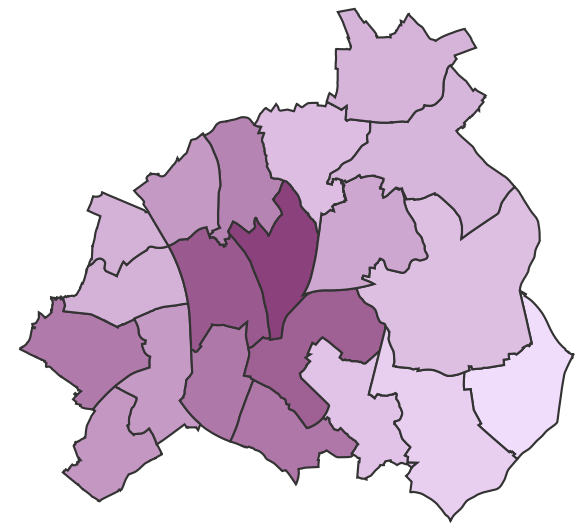
3970
Total Participants



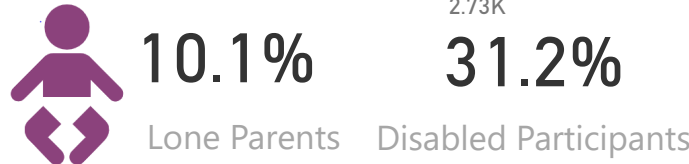
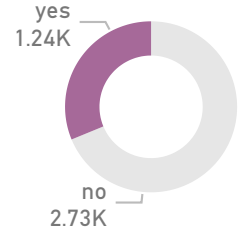
Age Group



Participants by Borough Ward

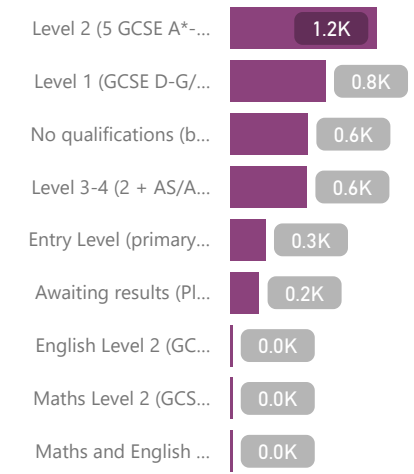


Ethnicity	Count	%
White	2875	72.69%
BAME	1080	27.31%



Participant disability	Count	%
mental health difficulties	375	32.50%
other medical condition	189	16.38%
dyslexia	170	14.73%
autism spectrum disorder	125	10.83%
moderate learning difficulty	84	7.28%
social and emotional difficulties	49	4.25%
other physical disability	48	4.16%
asperger's syndrome	45	3.90%
disability affecting mobility	40	3.47%
visual impairment	29	2.51%

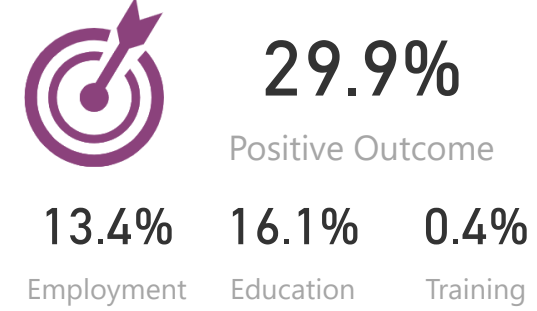
Qualifications at enrolment



Employment Aspirations at Engagement

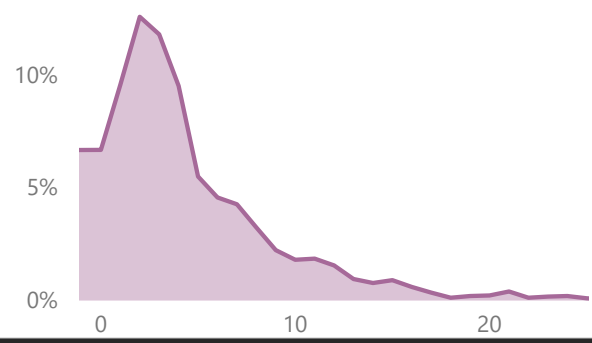


Impact participant outcomes



Outcome	Qty	%
Education	630	52.99%
Employed	533	44.83%
Training	16	1.35%
Study Programme	9	0.76%
Internship	1	0.08%
Total	1189	100.00%

Months on programme



Outcomes	Qty	%
Walsall College	231	19.43%
Juniper Training	74	6.22%
Nova Training	57	4.79%
Walsall Adult Community College	53	4.46%
Nacro	49	4.12%
Skills training uk	46	3.87%
Wolverhampton College	34	2.86%

Walsall Service Area Milestones

10/02/2016

25/06/2020

Money Home Job

Participants Outcomes

675

159

Employment status



10.1%

Homeless Ex-Offender Lone Parent

Completed YEI Support Intervention

Status	Qty	%
completed	252	39.62%
early exit	384	60.38%
Total	636	100.00%

Months on programme

Months	No	Yes	Total
00-01	12.28%	0.81%	13.09%
02-03	25.69%	6.62%	32.31%
04-05	16.64%	5.33%	21.97%
06-07	7.75%	4.04%	11.79%
08-09	4.36%	2.10%	6.46%
10-11	2.75%	1.29%	4.04%
12+	6.46%	3.88%	10.34%
Total	75.93%	24.07%	100.00%

Employment and Skills

Participants Outcomes

1288

440

Employment status



9.9%

Homeless Lone Parent

Completed YEI Support Intervention

Status	Qty	%
completed	832	71.11%
early exit	338	28.89%
Total	1170	100.00%

Months on programme

Months	No	Yes	Total
00-01	9.43%	2.63%	12.06%
02-03	19.31%	10.61%	29.92%
04-05	11.88%	8.07%	19.95%
06-07	6.44%	4.71%	11.15%
08-09	4.08%	4.08%	8.16%
10-11	3.99%	1.99%	5.98%
12+	6.62%	6.17%	12.78%
Total	61.74%	38.26%	100.00%

Adult Social Care

Participants Outcomes

343

106

Employment status



5.5%

Homeless Lone Parent

Completed YEI Support Intervention

Status	Qty	%
completed	171	57.00%
early exit	129	43.00%
Total	300	100.00%

Months on programme

Months	No	Yes	Total
00-01	1.12%	0.37%	1.49%
02-03	10.82%	5.22%	16.04%
04-05	22.39%	5.22%	27.61%
06-07	8.96%	8.58%	17.54%
08-09	8.96%	5.22%	14.18%
10-11	4.10%	2.99%	7.09%
12+	9.70%	6.34%	16.04%
Total	66.04%	33.96%	100.00%

IAG Children's Services

Participants Outcomes

1197

323

Employment status



12.4%

Lone Parent

Completed YEI Support Intervention

Status	Qty	%
completed	570	51.77%
early exit	531	48.23%
Total	1101	100.00%

Months on programme

Months	No	Yes	Total
00-01	4.95%	1.05%	5.99%
02-03	26.07%	11.70%	37.77%
04-05	17.51%	6.37%	23.88%
06-07	9.61%	3.33%	12.94%
08-09	5.04%	1.71%	6.76%
10-11	2.85%	0.86%	3.71%
12+	4.47%	4.47%	8.94%
Total	70.50%	29.50%	100.00%