

Cabinet – 5 September 2018

Approval of the: Impact Youth Employment Programme Extension

Portfolio: Councillor Adrian Andrew, Deputy Leader of the Council and Portfolio Holder for Regeneration and Development.

Related portfolios: Education & Skills, Adult Social Care, Children's and Health & Wellbeing

Service: Economy & Environment

Wards: All

Key decision: Yes

Forward plan: Yes

1. Summary

- 1.1 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. 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 and successfully won in 2016 the (YEI) contract, with Dudley Council appointed as Accountable Body.
- 1.2 Subsequently called Impact, the (YEI) programme consists of; £17m of matching funding provided by the above partners, creating the potential to draw down £34million of new EU and Government funding to support 16 – 29 year old's who are NEET (Not in Employment Education or Training) into positive outcomes, including; training, education, apprenticeships and employment.
- 1.3 The Walsall element of the 2016 Black Country Impact bid had the capacity to draw down £6,063,000 of new funding, and the capacity to recruit around 3500 young people, supporting 1000 into positive outcomes. As a key priority of the Corporate Plan the project is positively working to support young people to become economically active and to provide work-ready individuals for our local employers.
- 1.4 External Contracting delays initially reduced the capacity to deliver the full programme, in response, Black Country partners' bid for and successfully secured a three-year extension to the Impact programme, utilising any unspent funding from the initial allocation estimated at £20million, through to the 31.07.2021.
- 1.5 This report requests approval to accept the Walsall elements of the extension, consisting of £7,449,000 (an increase of £1,386,000) with the capacity to support 4461 young people, with 2312 completing their programmes, with 1,294 moving into positive Education & Employment outcomes.

- 1.6 The Impact programme through its range of activities that aim to support 1000's of young people into positive outcomes across Walsall, it is likely to have a significant impact on two or more wards within the borough together with expenditure through the European funding secured in excess of £250,000, its therefore considered a Key Decision.

2. Recommendations

- 2.1 That Cabinet approve the acceptance of the Impact programme extension, to be administered by the Department for Work & Pensions appointed Accountable Body, Dudley Council.
- 2.2 That Cabinet delegates authority to the Executive Director for the Economy & Environment in consultation with the Deputy Leader of the Council and Portfolio Holder for Regeneration and Development, to sign or amend the appropriate agreements with Dudley Council, and any subsequent negotiations as required to secure the funding and ensure delivery of the Walsall Impact contract and programme delivery.

3. Report detail

- 3.1 In 2014 Walsall Council officers led on the development of a bid to secure the 16-29 Youth Employment Initiative (YEI) contract. By working together the four Black Country Councils and the Wolverhampton Voluntary Sector Council - Talent Match organisation entered a competitive bidding process, and successfully secured the (YEI) contract for the Black Country, which started in 2016. The project forms part of the wider employment and skills activity that is currently delivered across the borough. Walsall Works are an active partner, alongside Children's Services and the Endless Possibilities Apprenticeship programme, which has provided positive destinations for Impact participants.
- 3.2 The £51million Youth Employment Initiative for the Black Country and for each of the 4 Black Country Councils, is known and branded as 'Impact', and it consists of; £17m of match (from partners), providing the potential at an intervention (return) rate of £2 of EU funding for every £1 of match, to draw down £34million of new EU and Government funding.
- 3.3 The Impact programme aims to support 16 – 29 year old NEET (Not in Employment Education or Training) participants on their journey into positive outcomes, including; training, education, apprenticeships and employment. The Walsall element of the BC Impact bid submitted in 2016 aimed to draw down £6,063,000 of new funding, and holds the capacity to recruit around 3500 young people who are NEET and support 1000 of these into positive outcomes.
- 3.4 All four directorates; Economy & Environment (including Public Health), Children's, Resources and Transformation and Adult Social Care are actively collaborating in its delivery by identifying around 80 existing staff in 2016 who support young people and generate matching funded activity. By capturing this, the funding was drawn down to recruit 33 new Impact (Council) staff, together with funding to support individual clients by providing the interventions, training and support they need to overcome any barriers.

- 3.5 This active and mature council partnership is not only delivering effective services for young people, but transforming the culture and ways we work together to maximise participant success. The following table sets out the numbers engaged and supported up to the 31.05.2018.

Directorate	Enrolments
Children's	871
Economy & Environment	851
Adult Social Care	207
Money Home Job	542
Other (Walsall College / WACC)	170
Total	2641

- 3.6 So far from the commencement of the Impact programme up until the 31.05.2018, we have actively supported 2641 young people, with 756 (28.6%) achieving positive outcomes, including movement into; education, employment and training, as set out in the following table;

Outcome Type	Number
Employment	208
Apprenticeships	35
Traineeships	48
Education	422
Self-Employment	2
Talent Match / Study Programme	41
Total	756

- 3.7 Included in these totals are 1433 of our most vulnerable young people who have been enrolled and supported, the following table shows the service areas these young people were engaged with prior to Impact:

Vulnerable Groups	Number
Looked After Children / Care Leavers	84
Homeless	84
Living in a Jobless Household	643
Lone Parents	218
Teenage Parents	63
Ex-Offenders	154
SENDI	187
Total	1433

- 3.8 Impact was planned to be a 3 year programme, but due to contracting delays by DWP (the Department for Work & Pensions) it was reduced to 18 months with a completion date of the 31st July 2018. This not surprisingly created an under-spend currently estimated at around £20million for the Black Country. Following extensive lobbying by partners in the Black Country and across the country, Government agreed with the EU that those YEI programmes that can justify; an enduring local need, a track record of achievement and have the matching funding in place, can apply for an extension through to 2021, funded through projected under-spends.

- 3.9 The Walsall Impact extension bid was developed and submitted in May 2018, and subsequently considered and approved by DWP in June 2018. As a result Walsall is now benefitting from an allocation of £7,449,000, a £1,386,000 increase against the original ask back in 2016 of £6,063,000 (please refer to section 6 of this report), Walsall is now benefitting from slippage elsewhere in the Black Country.
- 3.10 The following table sets out the anticipated total numbers of young people we can support in both Phase 1 and the approved Impact Phase 2 extension through to July 2021, and the expected outcomes.

Details	Impact Phase 1	Impact Phase 2				Outcomes	
		July 2016 - Phase 2 start	Aug 2018 - July 2019	Aug 2019 - July 2020	Aug 2020 - July 2021	Phase 2 Totals	Impact Phase 1 Targets
Starts on Programme	2641	608	810	402	4461	3504	957
Completion of Activities	1154	395	526	237	2312	1741	571
Outcomes - Education & Employment etc.	692	200	270	132	1294	828	466

- 3.11 The Economy & Environment Directorate through the Head of Programme Management provides management oversight and co-ordination for the Impact programme. This is 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.
- 3.12 To produce the matching funding required for the extension, 14 staff members across all 4 directorates have been identified (smaller in number than phase 1, but higher average match levels), this, together with match from partners will enable Walsall Council to draw in funding to support 30 staff, who will deliver a mix of delivery, management, support and compliance functions, together with funding participant training and support costs etc.
- 3.13 Audits are carried out quarterly by Dudley Council, the Accountable Body for Impact, and to date we have received positive feedback regarding both compliance and processes. The audit checks includes both the participant journey and financial spend. To complement the process carried out by Dudley Council and to ensure we reduce risk we also complete our own internal checks. Walsall have also contributed to setting up the quality framework that is used by Dudley Council. In addition we also bought in external experts to audit our EU programme
- 3.14 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 meet, and outcomes achieved.

- 3.15 One of the key benefits of the Impact programme is its ability to respond flexibly to the needs of the participants, this includes funding the services / interventions participants need to progress and secure positive outcomes. To ensure that we are EU compliant, the Accountable Body has established a Dynamic Purchasing Model, a tendering process that has assembled a range of suppliers that we can call off against to meet participant requirements matched to for example, labour market needs etc. If items are not covered, we are able to spot purchase as required, in accordance with our EU eligibility rules and our procurement procedures and processes.
- 3.16 The Impact programme has provided tailored support to thousands of participants, on the evening of Monday the 9th July the Impact 2018 awards event celebrated their achievements, with young people being recognised and presented with their awards, including the Apprentice and Trainee of the year. With the permission of participants case studies have been produced and are available, that capture the journeys and achievements of our participants.
- 3.17 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 enhanced through the relaunched Walsall.com website and the Impact Communications / Marketing officer. A full communications plan will be delivered to engage both potential service users and to promote the activity across the Borough. A wider Black Country Communications plan will be managed by Dudley MBC to promote the positive messages of achievement provided by the Impact project for young people and employers.
- 3.18 In order to ensure that we enable young people to communicate with us / receive the support, and the access they need to find out about and enrol onto Impact, the Impact Hub (based in the Crossings at St Pauls) was launched in July 2017. Since then over 1000 young people have visited the hub, with 248 so far joining the Impact programme.
- 3.19 The Council is currently spending £4.6m on a major renovation, restoration and redecoration of the Lichfield Street Central Library and empty Museum building. When re-opened the site will include the adult, children's and reference libraries, a café, the Local History Centre & Archive, a multi -purpose space for events and an ICT/training room. A local 'mini Tourist info' will also be created for visitors to the borough. The purpose of the investment is to provide an enhanced town centre offer that will support the borough's economic development agenda; offering support for jobs, training, enterprise, skills and apprenticeships and supporting the Walsall wide programmes of intervention, including Impact and Walsall Works.

4. Council Corporate Plan priorities

4.1 The Council's Corporate Plan 2018-2021 identifies 5 key priorities:

- Economic Growth-for all people, communities and businesses
- People-have increased independence, improved health and can positively contribute to their communities
- Children-have the best possible start and are safe from harm, happy, healthy and learning well
- Communities-are prospering and resilient with all housing needs met in safe and healthy places that build a strong sense of belonging and cohesion
- Internal focus- all council services are efficient

4.2 By supporting young people into positive outcomes, and creating an environment that improves efficiency for those recruited, the Impact programme will actively contribute towards all of the above 5 key priorities of the Corporate Plan.

4.4 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 Impact programme has the potential to make significant contributions towards these policy objectives.

5. Risk management

5.1 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 be mitigated through a well-resourced and effective management team, who will work jointly with finance colleagues and the Black Country Technical Assistance Team to ensure they do not happen.

5.2 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 be mitigated through the work of the programme management team's officers working with partners (as set out in section 1.1) 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.

- 5.3 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 mitigated through our experienced delivery staff, who have a track record of successful Impact / EU programme delivery.

6. Financial implications

- 6.1 The following table set out the original profile for Impact, which actually started almost 18 months late in July 2016, so the funds profiled could not be fully utilised.

Walsall Programme Delivery - Original Profile					
Claim Categories	2015	2016	2017	2018	Total
Salaries	£179,071	£616,538	£616,538	£462,921	£1,875,068
Overheads	£0	£0	£0	£0	£0
Marketing	£0	£1,500	£2,000	£1,500	£5,000
Office Costs	£2,000	£2,000	£2,000	£2,000	£8,000
Professional Fees	£0	£0	£0	£0	£0
Other Staff Costs	£32,348	£104,688	£104,688	£104,687	£346,411
Participants costs	£25,000	£25,000	£25,000	£25,000	£100,000
Other Direct Costs	£419,968	£1,278,552	£1,278,502	£752,149	£3,729,171
Total	£658,387	£2,028,278	£2,028,728	£1,348,257	£6,063,650

- 6.2 The following table sets out the funding profile for Phase 2, including the actual spending / income in previous years, together with the profiled expenditure for the August 2018 – July 2021 period.

Walsall Programme Delivery - New Profile						
Claim Categories	Previous Years	2018	2019	2020	2021	TOTAL
Salaries	£952,969	£373,700	£434,182	£452,580	£364,646	£2,578,076
Overheads	£0	£56,055	£65,127	£67,887	£54,697	£243,766
Salaries - Direct Delivery	£0	£631,099	£562,748	£592,130	£364,762	£2,150,738
Overheads	£0	£94,665	£84,412	£88,820	£54,714	£322,611
Marketing	£3,508	£24,825	£20,000	£20,000	£12,000	£80,333
Office Costs	£16,647	£22,353	£8,000	£8,000	£5,000	£60,000
Professional Fees	£0	£0	£0	£0	£0	£0
Other Staff Costs (15%)	£143,861	£0	£0	£0	£0	£143,861
Participants costs	£158,525	£666,190	£433,333	£433,333	£179,167	£1,870,548
Other Direct Costs	£0	£0	£0	£0	£0	£0
Total	£1,275,510	£1,868,886	£1,607,802	£1,662,750	£1,034,985	£7,449,933
£1,386,283 Difference from original profile and Extension						

Note: Other Direct Costs have now been apportioned across appropriate categories for phase 2.

- 6.3 Moving forward Cabinet will note that Other Direct Costs have moved to enhance our capacity to support Direct Delivery and Participant Costs, better representing what's required moving forward, also noting that the Other Staff Costs (15%) are claimed as a percentage of staff costs, but are now included in the appropriate salary lines.

- 6.4 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 their checks etc.
- 6.5 We are also able to claim 15% overhead costs against salary costs claimed, this funding is held by finance and ring fenced to meet any other non-funded costs, such as compliance, or redundancy costs where eligible.

7. Legal implications

- 7.1 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 set out the party's roles and responsibilities, including: their powers, duration, and termination and dispute arrangements, together with outcomes, outputs, eligibility and legal requirements.
- 7.2 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.

8. Procurement Implications / Social Value

- 8.1 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 officer can spot purchase in accordance with EU eligibility and Walsall Council procurement rules and procedures.
- 8.2 It's 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.

9. Property Implications

- 9.1 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 carried forward throughout phase 2 of 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.

10 Health and wellbeing implications

- 10.1 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.

11. Staffing implications

- 11.1 The appropriate existing staff contracts will be extended to deliver the Impact programme, HR colleagues will advise and support this process. Where new staff are recruited these will be appointed on the appropriate fixed term or temporary contracts.

12. Reducing inequalities

- 12.1 The Equality Impact Assessment (appendix 2) – Is attached to this report.
- 12.2 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.

13. Consultation

- 13.1 All council directorates have been consulted with and actively involved in the development and finalisation of the Impact bid for funding.
- 13.2 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.

13.3 Throughout the first phase of Impact, Corporate Management Team and Cabinet members have been actively involved and briefed on progress, met participants, and attended the recruitment events etc. This will be continued throughout phase two.

Background papers

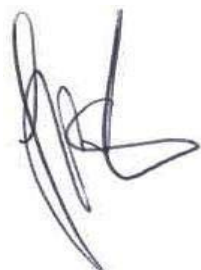
None

Attachments

Appendix 1 – Equality Impact Assessment (EqIA)

Author

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Simon Neilson
Executive Director

16 August 2018



Councillor A Andrew
Deputy Leader & Portfolio holder
Regeneration

28 August 2018

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	Simon Neilson		
Proposal planning start	August 2018	Proposal start date (due or actual date)	August 2018
1	What is the purpose of the proposal?	Yes / No	New / revision
	Policy	No	New
	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. Subsequently, the four Black Country Councils and the Wolverhampton Voluntary Sector Council (Talent Match) entered a competitive bidding process and, in 2016, won the (YEI) contract, with Dudley Council appointed as Accountable Body.</p> <p>Subsequently called Impact, the (YEI) programme consists of; £17m of match (from the above partners) providing the potential to draw down £34million of new EU and Government funding to support 16 – 29 year old's who are NEET (Not in Employment Education or Training) into positive outcomes, including; training, education, apprenticeships and employment.</p> <p>The Walsall element of the original Black Country Impact bid had the capacity to draw down £6.063million of new funding, and the capacity to recruit around 3500 young people, supporting 1000 into positive outcomes, however due to external contracting delays, this capacity was significantly reduced.</p> <p>In response, Black Country partners bid for and successfully secured a three year extension to the Impact programme, utilising any unspent funding from the initial allocation estimated at £20million, through to the 31.07.2021.</p> <p>Once approved and the appropriate agreements between the Accountable Body (Dudley Council) and Walsall Council are set into place, the Impact extension will consist of £7.449million an increase of £1.386m. The extension will hold the capacity to support 4461 young people, with 2312 completing their programmes and 1,294 moving into positive Education & Employment outcomes.</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 once initiatives are developed and implemented.
	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>The first phase of the Impact project lasted 18 months, customer characteristics are being available for gender and age groups but not yet for protected groups.</p> <p>Phase 2 of the programme will look at how these 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 2 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 develop more 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 also 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
	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>	Action needed Yes / No
	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.		(Delete one) Yes / No
	<p>The Impact programme will link into and also assist with the delivery of many complementary programmes, including Walsall Works, City Deal and any complementary programmes operated through the current European Programme. It's not possible to quantify the impact on any particular equality group as this is to be determined. However, 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, 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 2016	Evaluate / understand with the help of key stakeholders the likely (positive) impact the Impact programme may have on protected groups.	Performance Management within the E&E Directorate	April 2019	Understand and, if possible, define the positive impact on protected groups
Start in Sept 2016	Develop recruitment approaches that improve access to the Impact programme for beneficiaries that are from different equality characteristics.	Performance Management within the E&E Directorate	April 2019	Understand and, if possible, define the positive impact on protected groups

Update to EqIA	
Date	Detail
Use this section for updates following the commencement of your proposal.	

Contact us

Consultation and Equalities
Change and Governance

Telephone 01922 655797

Textphone 01922 654000

Email equality@walsall.gov.uk

Inside Walsall: http://inside.walsall.gov.uk/equality_and_diversity-7.htm