

## Equality Impact Assessment Form (Page 1 of 2)

**Title of EIA/ DDM:** ESIF Youth Employment Initiative bid Nottingham Gets to Work

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**Department:** Development

**Service Area:** Transport Strategy

**Author (assigned to Covalent):**

**Director:** David Bishop

**Strategic Budget EIA** Y/N (please underline)

### **Brief description of proposal / policy / service being assessed:**

Nottingham City Council is supporting a partnership bid to European Social Fund Priority Axis 1 (Inclusive Labour Markets) Youth Employment Initiative (YEI) Call (Reference OC08S15P 0036) for the D2N2 area, ring-fenced for Nottingham City to provide the transport component of the YEI employment support programme for 16-29 years olds in Nottingham City. The outline bid has been selected by DWP to proceed to a full bid for submission in September 2015.

If successful, the **Nottingham Gets to Work** programme will support 3,500 young people aged 16-29 across Nottingham City to access employment, education and training opportunities using sustainable transport. The programme will provide tailored, intensive travel support to overcome barriers such as cost, limited travel horizons and lack of awareness of travel options. We will:

- Enable young people to take up work and learning opportunities provided by the YEI programme, through free and low cost travel
- Support sustainable integration into the labour market by building confidence and embedding sustainable travel skills
- Improve employability and resilience to changing employment markets, by providing local and national qualifications.

The programme will be delivered by Sustrans in partnership with Sustainable Travel Collective Ltd (STC), to 16-29 year olds in Nottingham City who are unemployed, long-term unemployed and economically inactive. Developed in close consultation with NCC, the project has been designed to link closely with other local schemes, providing a high quality, efficient and integrated approach between all eight strands of the YEI call.

NCC will be supporting the bid with an overall 33% match funding contribution spread across 2015/16, 2016/17 2017/18. NCC Citycard Team will deliver the half-price travel support element of the offer through the Citycard Kangaroo smartcard. The programme is expected to run from 1<sup>st</sup> October 2015 until 31<sup>st</sup> April 2018, (please note actual start date is dependent on when funding is confirmed).

Participants in the **Nottingham Gets to Work** programme will be engaged through three pathways:

- Referral through other employment support services, including successful YEI providers
- Outreach and promotion – direct engagement through social media, events and partner organisations
- Through support organisations targeting hard to reach groups (e.g. Disability Direct, Ingeus).

As lead partner, Sustrans will be responsible for overall project management. Trained travel advisors will support young people to access affordable travel options (public transport, cycling and walking). They will assess the needs of each participant, taking into account journey requirements, physical ability, and aspirations. This will enable them to provide the best solution for the individual, through three different support packages – Level 1, 2 and 3.

Level 1 - all 3500 participants will be offered:

- Jobseeker Citycard offering six month half price public transport travel in the Kangaroo area
- Journey planning
- Cycle skills and maintenance training, to increase confidence and reliability of commuter journeys
- Dr Bike (making existing bikes roadworthy)
- Free second-hand bike offer.

Level 2 - 1085 long-term unemployed and inactive participants will also be offered:

- Free travel for those attending job interviews and starting work/training
- Journey buddy support – guided trips to employment/training sites
- Qualifications in bike maintenance, cycle skills/instruction, leading walks and cycle rides.

Level 3 -315 inactive (Not in Work Education or Training) participants will be offered more intensive activities:

- Specialist bike loan e.g. disabled adapted bikes
- Group activities to build confidence e.g. women only bike maintenance
- Transport workshops with young parents at children’s centres and nurseries.

**Information used to analyse the effects on equality:**

- The project will build on the successful Community Smarter Travel Hubs model established through the Local Sustainable Transport Fund programme in 2012/13 – 2015/16 which has been EIA assessed as part of the overall Local Sustainable Transport Fund programme.
- Specific benefits/impacts highlighted below have been taken from Sustrans’ ESIF bid document as the lead delivery partner.
- By providing match funding to the programme and administering the Jobseeker Citycard offer, NCC will be supporting Sustrans and STC to deliver the benefits for the highlighted protected groups.

	<b>Could particularly benefit X</b>	<b>May adversely impact X</b>	<b>How different groups could be affected (Summary of impacts)</b>	<b>Details of actions to reduce negative or increase positive impact (or why action isn’t possible)</b>
People from different ethnic groups.	<input type="checkbox"/>	<input type="checkbox"/>	<p>The Community Travel Hubs approach which this programme will build on makes it easier for protected groups (including disabled people, women, younger people and minority ethnic people) to participate in volunteering activities and to influence the development of local transport services in a way that meets their needs. Specifically:</p> <p><b>Young people:</b> The project will support young people in areas of disadvantage (91 of 176 City Super Output Areas are in the 20% most deprived in England), promoting equality of opportunity by reducing transport barriers to employment and learning and ensuring the cost of transport does not prevent young people from accessing training and learning opportunities.</p> <p>Sustrans as lead partner has a strong track record of engaging disenfranchised and disengaged communities, ensuring that a wide range of people can participate in decision making and shape services to suit them.</p> <p><b>Women:</b> The Community Travel Hubs</p>	<p>Sustrans as lead delivery partner and EU funding budget holder will ensure that the project delivery complies with the statutory requirements contained within the Equalities Act 2010, particularly the requirement to avoid discrimination against individuals with protected characteristics (age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion, sex and sexual orientation). The bid partners will take practical and proactive steps to ensure that individuals with protected characteristics are able to access and benefit from our services.</p> <p><b>Key actions:</b></p> <ul style="list-style-type: none"> <li>• Parity of opportunity is intrinsic to project design and delivery. During the planning of the project (October 2015), <b>NCC will assist Sustrans to consult with key groups that represent communities with protected characteristics</b> to ensure that Sustrans and STC understand the range of potential clients and service users and to develop a full understanding of specific needs and requirements of these communities, to</li> </ul>
Men	<input type="checkbox"/>	<input type="checkbox"/>		
Women	x	<input type="checkbox"/>		
Trans	<input type="checkbox"/>	<input type="checkbox"/>		
Disabled people or carers.	x	<input type="checkbox"/>		
Pregnancy/ Maternity	<input type="checkbox"/>	<input type="checkbox"/>		
People of different faiths/ beliefs and those with none.	<input type="checkbox"/>	<input type="checkbox"/>		
Lesbian, gay or bisexual people.	<input type="checkbox"/>	<input type="checkbox"/>		
Older	<input type="checkbox"/>	<input type="checkbox"/>		
Younger	x	<input type="checkbox"/>		
Other (e.g. marriage/ civil partnership, looked after children, cohesion/ good relations, vulnerable children/ adults).	<input type="checkbox"/>	<input type="checkbox"/>		
<b><i>Please underline the group(s) /issue more adversely affected or which benefits.</i></b>				

approach makes it easier for women to participate in volunteering activities. Childcare can often be a barrier for women taking part in activities. Sustrans will work closely with our employment partners to ensure that our training activities are recognised as legitimate skills training activities, meaning that attendees are eligible for childcare support. Sustrans and STC will also provide activities and workshops at centres with childcare facilities e.g. Sure Start. The projects will provide women-only sessions, which our experience shows increases engagement of this target group, providing female cycle instructors and mechanics as required.

**Disabled people:** The Community Travel Hubs approach makes it easier for disabled people to participate in volunteering activities. Since 2012 STC Ltd has provided specialist activities and events for people with learning, physical and mental disabilities. STC has developed a network of local groups supporting the sector, including the umbrella co-ordinating support organisation Disability Direct and the main care body, Nottingham CityCare. The project will draw on this network to address accessibility issues faced by young people with disabilities, and provide intensive, individually focussed activities that support them to engage in the project. For example, activities will include specialist bike services such as adapted bike loan; targeted group activities to build confidence; journey buddying and led cycle rides and walks to local employment, training and education sites.

The delivery partners will ensure that project delivery locations are accessible to all, and comply with Equality Act 2010 requirements.

ensure programme delivery supports access to its services for these communities including ensuring that all promotion and marketing materials are inclusive.

• **Key groups to engage in the development of this programme are:**

- Disability Inclusion Group
- Community Partnership Forum <http://cpfnottingham.com/>
- Nottingham Equal Partnership <http://www.nottinghamequal.org>

The CPF and Nottingham Equal represent BME communities in Nottingham but also have strong links to young people in those communities, the key audience for this initiative. (October - November 2015)

- The delivery partners will also seek advice from the wider network of groups and organisations representing protected groups in Nottingham, they work with through the existing Community Hubs projects and make links with other agencies funded via the Youth Employment Initiative. (October - November 2015)

- The delivery partners will also consider local Insight and Mosaic data before finalising the plan to provide strong evidence and a social marketing base. (October - November 2015)

**Ensuring equality and diversity in employment and business practices for delivery of the programme:**

Sustrans as project lead has an equalities policy and associated action plan for continual improvement and best practice, across all business operations. Sustrans ensures that staff, volunteers and participants are treated fairly and equally across the organisation. Sustrans staff work with individuals, communities and workplaces covered by the Single Equality Act legislation, and are provided with equality and diversity training.

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	STC Ltd also has staff recruitment, training and work practices policies in place to ensure staff, volunteers and participants are treated fairly and equally. These are reviewed on a regular basis.  Proposed date of EIA review is August 2016
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**Outcome(s) of equality impact assessment:**

- No major change needed x
- Adjust the policy/proposal
- Adverse impact but continue
- Stop and remove the policy/proposal

**Arrangements for future monitoring of equality impact of this proposal / policy / service:**

Note when assessment will be reviewed (e.g. Review assessment in 6 months or annual review); Note any equality monitoring indicators to be used; consider existing monitoring/reporting that equalities information could form part of.

**Approved by (manager signature):**

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**Date sent to equality team for publishing:**

**20<sup>th</sup> August 2015**  
Send document or link to:  
[equalityanddiversityteam@nottinghamcity.gov.uk](mailto:equalityanddiversityteam@nottinghamcity.gov.uk)

**Before you send your EIA to the Equality and Community Relations Team for scrutiny, have you:**

1. Read the guidance and good practice EIA's  
<http://www.nottinghamcity.gov.uk/article/25573/Equality-Impact-Assessment>
2. Clearly summarised your proposal/ policy/ service to be assessed.
3. Hyperlinked to the appropriate documents.
4. Written in clear user friendly language, free from all jargon (spelling out acronyms).
5. Included appropriate data.
6. Consulted the relevant groups or citizens or stated clearly when this is going to happen.
7. Clearly cross referenced your impacts with SMART actions.