

**Working together to create a borough of opportunity
Predictive Equality Impact Assessment (PEIA) (V.5)
FOR ALL COUNCIL DECISIONS ONLY**



Title of report or proposal:

European Social Fund and Council Match Project – Links2work

Describe in full the aims, objectives and purpose of the proposal, including desired outcomes:

The service will work towards providing targeted outreach and skills training for participants living in social housing in Hammersmith and Fulham and have experience difficulties in accessing mainstream education/vocational training, to update or provide skills relevant to the current labour market demand or have been out of the labour market for some time. The project will deliver skills for life training, vocational training, advice and guidance on accessing employment. The approach is personalised offering a service which will match the needs of the person looking for work. The desired outcomes vary according to the needs of the individual and include progression on to further training, progression on to a work placement or volunteer opportunity and sustained employment. Sustained employment in this project means being in employment for six months. This project fits with the Regeneration Works Matters Strategy which has the following aims

1. Assist borough employers in meeting more of their recruitment and training needs locally, by:
 - identifying and meeting skills gaps through improved overall quality, range and availability of training related to employment, particularly focusing on skills development and work based learning including apprenticeship schemes
 - working with employment support and job brokerage agencies to strengthen partnerships and consolidate activities so that a more transparent and integrated offer to employers can be made
2. Supporting H&F residents to secure and sustain local jobs, access training and development opportunities in order to reduce unemployment and welfare benefits dependency across the borough.

The service will work towards priority 1 of the ESF programme of Extending Employment opportunities and measure 1.1 Improving the employability and skills of the unemployed and economically inactive people..

157 people will be enrolled on the project and of these 30 will be in employment on leaving (24 participants in sustained employment), 37 participants into further training and 40 participants undertaking a work placement. All participants are to be those hardest to reach and further away from the job market and will not be in contact with job centre and who are not eligible for the Pathways to Work programme.

Department:

Community Services Department

Officer Responsible: ***(to be completed by the report author)***

Rosemarie Hayden

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(Signature, Print Name, Contact Number and Email Address)

Form and report MUST be checked and countersigned by the Opportunities Officer (Organisational Development)

Opportunities Officer: ***(to be completed by the Opportunities Manager)***

Signed off by Khadijah Rafiq on **18/09/09**

Email PEIA@lbhf.gov.uk

Tel 020 8753 1874

PLEASE ANSWER THE FOLLOWING QUESTIONS:

1. Who are the main people that this decision will affect?

Social housing tenants living in Hammersmith and Fulham. Because new lettings are focused on those with the greatest needs and are more likely to have low incomes and not to be in employment. These social tenants have a high rate of disability, and are more likely to be lone parents, over 60's and from BAME communities. Targets for the ESF programme are 89% from BAME communities, 60% women

2. Identify the risks that could prevent the planned outcomes

- member approval not secured
- Good links with social housing landlords are not and sufficient numbers of social housing tenants do not access the project
- Payment is on outcome and there is therefore a risk to the provider of cashflow problems if the provider does not achieve appropriate outputs
- Insufficient jobs available due to economic downturn
- Participants to be made aware that the project is part funded by European funds

3. Could the proposal have a positive impact on **a)** race **b)** disability **c)** gender **d)** sexual orientation **e)** age **f)** belief system groups? (Please provide evidence e.g. user feedback, complaints, monitoring?)

a) b) c) d) e) f) The project will target people from BAME communities, people with disabilities and women therefore there will be a positive impact on the outcomes for people from these groups. ESF funded projects are monitored quarterly and equalities information is collected along with other output information.

4. Could the proposal have a differential negative impact on **a)** race **b)** disability **c)** gender **d)** sexual orientation **e)** age **f)** belief system groups? (Please provide evidence e.g. user feedback, complaints, monitoring,?)

a) b) c) d) e) f) None have been identified at present

5. Could the proposal have any differential impact (either positive, negative or neutral) on the health outcomes of the local population? Please provide details.

The positive benefits of work is well documented on the health outcomes of an individual and therefore helping social housing tenants into work will have a positive impact on their health and well being. People in work have higher incomes than those and benefits and therefore child poverty will be reduced.

6. Can any differential negative impact of the decision be justified?

None have been identified at present

7. If you have undertaken any internal/ external research or consultation(s) please list these below:

A range of internal/ external research and consultation has taken place which impact on this project and include

- The London ESF Regional Framework 2007-2013
- Local training and employment support providers via H & F Employment and Training Network
- London Councils
- Local social housing providers including H & F Homes and Notting Hill Housing Trust
- Other London Boroughs such as Ealing and Hillingdon
- Ealing Hammersmith and West London College
- Job Centre Plus
- White City Works & Westfield and other local employers

8. Do you need to undertake any further consultation? If so, what and with whom?

None at present but it is envisaged that there will be an evaluation at the mid term and at the end of the project and research will be undertaken and will include feedback from the participants of the project.

9. If any differential negative impact is predicted, what actions are you planning to implement which would help lessen any adverse impact? Please give details.

Not applicable as no negative impact is predicted

PLEASE EMAIL COMPLETED FORM TO PEIA@lbhf.gov.uk

**Contact: Equalities & Diversity Officer, 020 8753 1874
London Borough of Hammersmith & Fulham**