

This integrated impact assessment (IIA) has been designed to help support the Council in making informed and effective decisions whilst ensuring compliance with a range of relevant legislation, including:

- Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011
- Welsh Language (Wales) Measure 2011
- Socio-economic Duty – Sections 1 to 3 of the Equality Act 2010
- Well-being of Future Generations (Wales) Act 2015
- Statutory Consultation v Doctrine of Legitimate Expectation and Gunning Principles

**PLEASE NOTE:** Section 3 *Socio-economic Duty* only needs to be completed if proposals are of a strategic nature or when reviewing previous strategic decisions. See page 6 of the Preparing for the Commencement of the Socio-economic Duty Welsh Government Guidance.

**1. Proposal Details**

Lead Officer	Head of Service	Service Area & Department	Date
Sarah-Jayne Officer	Rhian Kyte	Regeneration & Planning	24.05.21

**Is this proposal a... (please tick relevant box)**

Policy <input type="checkbox"/>	Strategy / Plan <input type="checkbox"/>	Practice <input type="checkbox"/>	Procedure <input type="checkbox"/>	Restructure <input type="checkbox"/>	Project <input checked="" type="checkbox"/>
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**What is the proposal to be assessed?** *Provide brief details of the proposal and provide a link to any relevant report or documents.*

The Kickstart Scheme is a new initiative funded and administered by the Department of Work and Pensions (DWP) as a response to the current problem of rising youth unemployment, as a result of the pandemic. The scheme provides funding to employers to create job placements for 16 to 24-year-olds on Universal Credit, who are at risk of long-term unemployment. Young people have been particularly disadvantaged by the Covid-19 pandemic, in terms of the reduced employment opportunities available to them as a result of the subsequent economic downturn. The DWP Kickstart scheme presents a very real opportunity to address this issue, with the Council being well-placed to offer placements to local young people. This report recommends that the Council engage with the scheme with a commitment to host 10 Kickstart placements; with a further additional recommendation to pay placements at Living Wage rate, rather than National Minimum Wage rate.

## 2. Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

*(The Public Sector Equality Duty requires the Council to have “due regard” to the need to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity between different groups; and foster good relations between different groups). Please note that an individual may have more than one protected characteristic.*

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts on the protected characteristics and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view?
<b>Age</b> ( <i>people of all ages</i> )	<p><b>Positive (16-24 year olds)</b> The scheme will offer placement opportunities which will improve the experience and employability of young people; in addition to income for the period of the placement.</p> <p>Additional support will be provided by the Council’s employment support programmes, who have experience of supporting customers across all protected characteristics groups.</p>		<p>Positive outcomes from previous schemes of this nature, including Passport programme and Jobs Growth Wales, which have been proven to lead to improved employment prospects/employment outcomes.</p> <p>Work placements are known to be a positive step towards sustainable employment, as a “foot in the door” and a source of valuable experience.</p>
<b>Disability</b> ( <i>people with disabilities/ long term conditions</i> )	<p><b>Positive</b> – The scheme is open to any young person aged 16-24. As a Disability Confident employer, CCBC is committed to providing a positive employment experience and appropriate adaptations for any applicants with disabilities or long term health conditions. The scheme will offer placement opportunities which will improve the experience and employability of participants; in addition to income for the period of the placement.</p> <p>Additional support will be provided by the Council’s employment support programmes, who have experience of supporting customers across all protected characteristics groups.</p>		<p>CCBC is a Disability Confident employer.</p> <p>Positive outcomes from previous schemes of this nature, including Passport programme and Jobs Growth Wales, which have been proven to lead to improved employment prospects/employment outcomes.</p> <p>Work placements are known to be a positive step towards sustainable employment, as a “foot in the door” and a source of valuable experience.</p>
<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts on the protected	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view?

	characteristics and how?		
<p><b>Gender Reassignment</b> <i>(anybody who's gender identity or gender expression is different to the sex they were assigned at birth)</i></p>	<p><b>Positive</b> - The scheme will offer placement opportunities which will improve the experience and employability of participants; in addition to income for the period of the placement.</p> <p>Additional support will be provided by the Council's employment support programmes, who have experience of supporting customers across all protected characteristics groups.</p>		<p>Positive outcomes from previous schemes of this nature, including Passport programme and Jobs Growth Wales, which have been proven to lead to improved employment prospects/employment outcomes.</p> <p>Work placements are known to be a positive step towards sustainable employment, as a "foot in the door" and a source of valuable experience.</p>
<p><b>Marriage or Civil Partnership</b> <i>(people who are married or in a civil partnership)</i></p>	<p><b>Positive</b> - The scheme will offer placement opportunities which will improve the experience and employability of participants; in addition to income for the period of the placement.</p> <p>Additional support will be provided by the Council's employment support programmes, who have experience of supporting customers across all protected characteristics groups.</p>		<p>Positive outcomes from previous schemes of this nature, including Passport programme and Jobs Growth Wales, which have been proven to lead to improved employment prospects/employment outcomes.</p> <p>Work placements are known to be a positive step towards sustainable employment, as a "foot in the door" and a source of valuable experience.</p>

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts on the protected characteristics and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view?
<p><b>Pregnancy and Maternity</b> <i>(women who are pregnant and/or on maternity leave)</i></p>	<p><b>Positive – Pregnant women;</b> The scheme will offer placement opportunities which will improve the experience and employability of participants; in addition to income for the period of the placement.</p> <p>Additional support will be provided by the Council’s employment support programmes, who have experience of supporting customers across all protected characteristics groups.</p> <p><b>Neutral – Women on maternity leave:</b> Although women currently on maternity leave may not currently be looking to pursue placement or employment opportunities, the scheme may present positive opportunities for them if they feel they would like to return to work.</p>		<p>Positive outcomes from previous schemes of this nature, including Passport programme and Jobs Growth Wales, which have been proven to lead to improved employment prospects/employment outcomes.</p> <p>Work placements are known to be a positive step towards sustainable employment, as a “foot in the door” and a source of valuable experience.</p>
<p><b>Race</b> <i>(people from black, Asian and minority ethnic communities and different racial backgrounds)</i></p>	<p><b>Positive</b> - The scheme will offer placement opportunities which will improve the experience and employability of participants; in addition to income for the period of the placement.</p> <p>Additional support will be provided by the Council’s employment support programmes, who have experience of supporting customers across all protected characteristics groups.</p>		<p>Positive outcomes from previous schemes of this nature, including Passport programme and Jobs Growth Wales, which have been proven to lead to improved employment prospects/employment outcomes.</p> <p>Work placements are known to be a positive step towards sustainable employment, as a “foot in the door” and a source of valuable experience.</p>
<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts on the protected	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view?

	characteristics and how?		
<b>Religion or Belief</b> ( <i>people with different religions and beliefs including people with no beliefs</i> )	<p><b>Positive</b> - The scheme will offer placement opportunities which will improve the experience and employability of participants; in addition to income for the period of the placement.</p> <p>Additional support will be provided by the Council's employment support programmes, who have experience of supporting customers across all protected characteristics groups.</p>		<p>Positive outcomes from previous schemes of this nature, including Passport programme and Jobs Growth Wales, which have been proven to lead to improved employment prospects/employment outcomes.</p> <p>Work placements are known to be a positive step towards sustainable employment, as a "foot in the door" and a source of valuable experience.</p>
<b>Sex</b> ( <i>women and men, girls and boys and those who self-identify their gender</i> )	<p><b>Positive</b> - The scheme will offer placement opportunities which will improve the experience and employability of participants; in addition to income for the period of the placement.</p> <p>Additional support will be provided by the Council's employment support programmes, who have experience of supporting customers across all protected characteristics groups.</p>		<p>Positive outcomes from previous schemes of this nature, including Passport programme and Jobs Growth Wales, which have been proven to lead to improved employment prospects/employment outcomes.</p> <p>Work placements are known to be a positive step towards sustainable employment, as a "foot in the door" and a source of valuable experience.</p>
<b>Sexual Orientation</b> ( <i>lesbian, gay, bisexual, heterosexual</i> )	<p><b>Positive</b> - The scheme will offer placement opportunities which will improve the experience and employability of participants; in addition to income for the period of the placement.</p> <p>Additional support will be provided by the Council's employment support programmes, who have experience of supporting customers across all protected characteristics groups.</p>		<p>Positive outcomes from previous schemes of this nature, including Passport programme and Jobs Growth Wales, which have been proven to lead to improved employment prospects/employment outcomes.</p> <p>Work placements are known to be a positive step towards sustainable employment, as a "foot in the door" and a source of valuable experience.</p>

### 3. Socio-economic Duty (Strategic Decisions Only)

*(The Socio-economic Duty gives us an opportunity to do things differently and put tackling inequality genuinely at the heart of key decision making. Socio-*

*economic disadvantage means living on a low income compared to others in Wales, with little or no accumulated wealth, leading to greater material deprivation, restricting the ability to access basic goods and services)*

**Please consider these additional vulnerable groups and the impact your proposal may or may not have on them:**

- Single parents and vulnerable families
- People with low literacy/numeracy
- Pensioners
- Looked after children
- Homeless people
- Carers
- Armed Forces Community
- Students
- Single adult households
- People misusing substances
- People who have experienced the asylum system
- People of all ages leaving a care setting
- People living in the most deprived areas in Wales (WIMD)
- People involved in the criminal justice system

<u>Socio-economic Disadvantage</u>	<b>Does the proposal have any positive, negative or neutral impacts on the following and how?</b>	<b>If there are negative impacts how will these be mitigated?</b>	<b>What evidence has been used to support this view?</b>
<p><b>Low Income / Income Poverty</b> (<i>cannot afford to maintain regular payments such as bills, food, clothing, transport etc.</i>)</p>	<p><b>Positive</b> - The scheme will offer placement opportunities which will provide a “foot in the door” and improve the experience and employability of participants; in addition to income for the period of the placement. Placements will be paid at Living Wage rate, which is assessed as being an appropriate wage for covering reasonable costs of living (above the Minimum Wage). Gaining employment, both for the period of the placement and in the long run as an outcome of improved employability, will provide a sustainable source of income to address low income/poverty – and placements of this nature will give individual valuable experience to seek higher paid and longer term opportunities in the future.</p> <p>These participants will also be supported the by the Council’s Academy mentor, who will provide additional support as they near the end of their placement to try to ensure that</p>		<p>It is well known that employment is the most important factor in establishing a sustainable and regular source of income and overcoming poverty.</p> <p>Paid placements of this nature provide people with the opportunity to develop job related competencies, technical skills, essential skills, confidence and experience in workplace conduct. Skills developed through placements contribute to higher value-added economic activity and social mobility.</p>

<u>Socio-economic Disadvantage</u>	Does the proposal have any positive, negative or neutral impacts on the following and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view?
<p><b>Low and/or No Wealth</b> <i>(enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provisions for the future)</i></p>	<p><b>Positive</b> – The scheme via CCBC will be paid at Living Wage rate; however, placements of this nature are also an important step towards social mobility and can be viewed as a “first step” on the career ladder and a route to higher potential incomes in the future.</p>		<p>It is well known that employment is the most important factor in establishing a sustainable and regular source of income and overcoming poverty.</p> <p>Paid placements of this nature provide people with the opportunity to develop job related competencies, technical skills, essential skills, confidence and experience in workplace conduct. Skills developed through placements contribute to higher value-added economic activity and social mobility.</p>
<p><b>Material Deprivation</b> <i>(unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, hobbies etc.)</i></p>	<p><b>Positive</b> – The scheme via CCBC will be paid at Living Wage rate; however, placements of this nature are also an important step towards social mobility and can be viewed as a “first step” on the career ladder and a route to higher potential incomes in the future.</p>		<p>It is well known that employment is the most important factor in establishing a sustainable and regular source of income and overcoming poverty.</p> <p>Paid placements of this nature provide people with the opportunity to develop job related competencies, technical skills, essential skills, confidence and experience in workplace conduct. Skills developed through placements contribute to higher value-added economic activity and social mobility.</p>

<u>Socio-economic Disadvantage</u>	Does the proposal have any positive, negative or neutral impacts on the following and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view?
<b>Area Deprivation</b> ( <i>where you live (rural areas), where you work (accessibility of public transport)</i> )	<p><b>Positive</b> – An income via paid placement, as well as potential future employment which could be a result of an initial placement, will improve each individual’s to overcome issues related to area deprivation e.g. improving prospects of affording public transport, cars.</p> <p>Improving general employability and reducing worklessness in local communities will contribute to the local economy.</p>		<p>It is well known that employment is the most important factor in establishing a sustainable and regular source of income and overcoming poverty.</p> <p>Paid placements of this nature provide people with the opportunity to develop job related competencies, technical skills, essential skills, confidence and experience in workplace conduct. Skills developed through placements contribute to higher value-added economic activity and social mobility.</p>
<b>Socio-economic Background</b> ( <i>social class i.e. parents education, employment and income</i> )	<p><b>Positive</b> - gaining paid employment (or experience via paid placements) improves social mobility and challenges cycles of worklessness in families.</p>		<p>It is well known that employment is the most important factor in establishing a sustainable and regular source of income and overcoming poverty.</p> <p>Paid placements of this nature provide people with the opportunity to develop job related competencies, technical skills, essential skills, confidence and experience in workplace conduct. Skills developed through placements contribute to higher value-added economic activity and social mobility.</p>
<b>Socio-economic Disadvantage</b> ( <i>What cumulative impact will the proposal have on people or groups because of their protected characteristic(s) or vulnerability or because they are already disadvantaged</i> )	<p>Positive - gaining paid employment (or experience via paid placements) improves social mobility and challenges cycles of worklessness in families.</p> <p>Improving general employability and reducing worklessness in local communities will contribute to the local economy.</p>		<p>It is well known that employment is the most important factor in establishing a sustainable and regular source of income and overcoming poverty.</p> <p>Paid placements of this nature provide people with the opportunity to develop job related competencies, technical skills, essential skills, confidence and experience in workplace conduct. Skills developed through placements contribute to higher value-added economic activity and social mobility.</p>



#### 4. Corporate Plan – Council’s Well-being Objectives

*(How does your proposal deliver against any/all of the Council’s Well-being Objectives? Which in turn support the national well-being goals for Wales as outlined in the Well-being of Future Generations (Wales) Act 2015. Are there any impacts (positive, negative or neutral? If there are negative impacts how have these been mitigated?) [Well-being Objectives](#)*

<b>Objective 1</b> - Improve education opportunities for all	Positive – the scheme will enable participants to access on the job training as per the requirements of their placement. Participants will also be further supported by Employment programme staff who may provide additional opportunities for education and training.
<b>Objective 2</b> - Enabling employment	Positive – the scheme will provide paid employment for 6 months for each participant. In addition, placements will provide a valuable foot in the door and experience to boost future employment prospects, as well as improving confidence and attitudes towards employment.
<b>Objective 3</b> - Address the availability, condition and sustainability of homes throughout the county borough and provide advice, assistance or support to help improve people’s well-being	Not Applicable
<b>Objective 4</b> - Promote a modern, integrated and sustainable transport system that increases opportunity, promotes prosperity and minimises the adverse impact on the environment	Not Applicable
<b>Objective 5</b> - Creating a county borough that supports healthy lifestyle in accordance with the Sustainable Development principle with in the Well-being of Future Generations (Wales) Act 2015	Neutral
<b>Objective 6</b> - Support citizens to remain independent and improve their well-being	Positive – employment provides a sustainable route to overcome poverty and gain independence from many issues linked to living in deprivation, including health and wellbeing impacts of poverty. Sustainable income and greater social mobility improves opportunities for people to participate in a healthier lifestyle.





#### 4a. Links to any other relevant Council Policy

*(How does your proposal deliver against any other relevant Council Policy?)*

Links to CCBC Regeneration Strategy, CCBC Strategic Equality Plan 2020-2024, The Caerphilly We Want – Well-being Strategy

## 5. Well-being of Future Generations (Wales) Act 2015 – The Five Ways of Working (ICLIP)

*(Also known as the sustainable development principles. The Act requires the Council to consider how any proposal improves the economic, social, environmental and cultural well-being of Wales using the five ways of working as a baseline)*

<u>Ways of Working</u>	How have you used the Sustainable Development Principles in forming the proposal?
<p><b>Long Term</b></p> 	<p>The benefits for upskilling and enabling people into sustainable and well paid jobs has a clear link to improving quality of life and lifting people out of poverty. This begins with education such as literacy and numeracy and moves on through a range of experiences and skills to become work ready. Developing skills and employability and finding employment is a long term and sustainable route of poverty.</p>
<p><b>Prevention</b></p> 	<p>As above, employment is a sustainable route of poverty, enabling people to access opportunities and a stable income which assists them to address many of the other social issues associated with living in poverty. Improving education, skills and gaining employment improves social mobility, challenges cycles of worklessness and also contributes to the local economy, all of which work to prevent future social and individual problems including ACEs.</p>
<p><b>Integration</b></p> 	<p>Engagement with the scheme has potential to impact positively upon other services, as placements could represent an additional resource for services under pressure. The scheme is administered by DWP and therefore our involvement would also continue our positive integration with them as a service. At a local level if there is more money going into the economy this supports local business. From a health perspective a satisfactory job and contribution to society have been shown to provide positive benefits in improving and sustaining good mental health and reduce the need for mental health services.</p>
<p><b>Collaboration</b></p> 	<p>The success of this scheme will require close collaboration with all departments looking to host placements, in addition to teams such as Health &amp; Safety and HR in relation to its administration. The process of applying to host placements and then monitoring them and reclaiming funding will also require close collaboration with our DWP partners.</p> <p>The complexity of the wider problems of unemployment that we are trying to solve requires a long term and multi partnership approach, to support young people to remain in their placements and achieve positive outcomes. This support may require collaboration with a range of support services to address various needs of participants.</p>

## Involvement



Those involved would be many and diverse, from Council services through to the DWP, through to the scheme participants. Participants would be recruited from the cohort of unemployed young people in our local communities who are registered with the DWP; and any that aren't already engaged with DWP in this way may be engaged and supported via the Council's employment programmes.

Key stakeholders within CCBC have been consulted throughout the development of this proposal and their contributions will continue to be included.

## 6. Well-being of Future Generations (Wales) Act 2015

<u>Well-being Goals</u>	Does the proposal maximise our contribution to the Well-being Goal and how?
<p><b>A Prosperous Wales</b>  <i>An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work</i></p>	<p>The scheme will directly impact upon prosperity by supporting people into paid employment in the form of paid placements. Placements provide valuable experience and skills which increase an individual's chances of finding future sustainable employment; and in some cases there is even a chance that placements themselves may be made into sustainable positions. By providing an income to the individuals, the scheme will also contribute to addressing unemployment/worklessness within our communities.</p>
<p><b>A Resilient Wales</b>  <i>A nation which maintains and enhances a biodiverse natural environment healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for climate change)</i></p>	<p>Gaining skills and employment will improve the economic and social resilience of participants and indirectly, the communities in which they live.</p>
<p><b>A Healthier Wales</b>  <i>A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood</i></p>	<p>A satisfactory job and contribution to society have been shown to provide positive benefits in improving and sustaining good mental health and reduce the need for mental health services. Improved income also increases access to additional wellbeing activities and services.</p>

<u>Well-being Goals</u>	Does the proposal maximise our contribution to the Well-being Goal and how?
<p><b>A More Equal Wales</b>  <i>A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio-economic background and circumstances)</i></p>	<p>The scheme will enable participants to fulfil their potential by securing paid employment and gaining new skills and experience as a route to sustainable employment. The Employment programmes has experience of supporting people across all socio-economic backgrounds including the protected characteristic categories, and participants will therefore be supported via an inclusive service.</p>
<p><b>A Wales of Cohesive Communities</b>            Attractive, viable, safe and well-connected communities</p>	<p>Addressing worklessness across communities contributes to cohesive and safe communities. Improving the local economy and the social mobility of individuals enables communities to grow and thrive.</p>
<p><b>A Wales of Vibrant Culture and Thriving Welsh Language</b>            A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation</p>	<p>Any placements will at all times consider the development of Welsh language skills in a work environment. Those leaving Welsh Medium Education may be additionally supported by Welsh speaking staff within the employability team and managers will be guided to seek additional guidance from the Council’s policy department to consider further support available.</p> <p>This would support the Council’s Five Year Welsh Language Strategy, the Welsh Language Standards and Welsh Government’s Cymraeg 2050 Strategy for a million Welsh speakers by 2050.</p> <p>Providing people with a stable source of income increases their capacity to access and participate in cultural activities.</p>
<p><b>A Globally Responsible Wales</b>  <i>A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being</i></p>	<p>Addressing employability and economy on a local scale contributes to overall improvements on a global scale, whereby reducing poverty and increasing social mobility has impacts at a wider level as people have greater knowledge, skills and resources to contribute to the global society.</p>

## 7. Welsh Language (Wales) Measure 2011 and Welsh Language Standards

(The Welsh Language Measure 2011 and the Welsh Language Standards require the Council to have 'due regard' for the positive or negative impact a proposal may have on opportunities to use the Welsh language and ensuring the Welsh language is treated no less favourably than the English language) [insert link to WL Commissioners Policy Making Standards Guidance](#)



Requirement	Does the proposal have any positive, negative or neutral impacts on the following and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view? <i>e.g the WESP, TAN20, LDP, Pupil Level Annual School Census</i>
<p><b>Links with Welsh Government's <a href="#">Cymraeg 2050 Strategy</a> and CCBC's <a href="#">Five Year Welsh Language Strategy 2017-2022 and the Language Profile</a></b></p>	<p>Positive – rollout of the scheme within CCBC will comply with the Welsh Language Standards and with the Council's own Five Year Welsh Language Strategy which aims to promote and increase the use of the language across the county borough. Any promotional materials etc. will be produced bilingually.</p>		
<p><b>Compliance with the <a href="#">Welsh Language Standards</a>.</b> <i>Specifically Standards 88 - 93</i></p>	<p>Positive – there are Welsh speakers within the employment programme teams, therefore additional employability support/mentoring via the medium of Welsh would be available. Whilst on placement, participants/employees would be entitled to usual CCBC rights re use of Welsh at Work, Welsh language training etc..</p>		
<p><b>Opportunities to promote the Welsh language</b> <i>e.g. status, use of Welsh language services, use of Welsh in everyday life in work / community</i></p>	<p>Job Descriptions for new placement opportunities will comply with CCBC standard policy re: including Welsh Language skills as desirable as a minimum; however each new application for a placement will be considered, with conversations held with each manager to promote the inclusion of Welsh language skills as</p>		<p>Lack of Welsh speaking staff within service areas in Council.</p>

	<p>Essential. Any promotional materials etc will be produced bilingually.</p>		
<p><b>Opportunities for persons to use the Welsh language e.g. staff, residents and visitors</b></p>	<p>Positive – there are Welsh speakers within the employment programme teams, therefore additional employability support/mentoring via the medium of Welsh would be available. Whilst on placement, participants/employees would be entitled to usual CCBC rights re use of Welsh at Work.</p> <p>If placement candidates are Welsh speaking, they could also be supported to make contact with the Welsh language organisations who sit on Caerphilly’s Welsh Language Forum. This will link up services and provide opportunities for the individuals to use and develop their Welsh Language skills.</p>		
<p><b>Treating the Welsh language no less favourably than the English language</b></p>	<p>As noted above every opportunity will be taken to ensure compliance with the Welsh Language standards. Any promotional materials etc. will be produced bilingually. Additional mentoring support will be available via the medium of Welsh. Managers seeking to host a new placement will be asked to consider the inclusion of Welsh language skills as Essential within placement job descriptions, particularly in service areas where there is a shortage of Welsh speaking</p>		

	<p>staff. Welsh speaking placement candidates may also be linked in with Welsh language organisations who sit on Caerphilly's Welsh Language Forum for additional support.</p>		
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**7a. Having considered the impacts above, how has the proposal been developed so that there are positive effects, or increased positive effects on (a) opportunities for persons to use the Welsh language, and b) treating the Welsh language no less favourably than the English language.**

As noted above every opportunity will be taken to ensure compliance with the Welsh Language standards, including noting Welsh Language skills as desirable for placement job descriptions. Any promotional materials etc will be produced bilingually. Additional mentoring support will be available via the medium of Welsh. In particular, Managers seeking to host a new placement will be asked to consider the inclusion of Welsh language skills as Essential within placement job descriptions, particularly in service areas where there is a shortage of Welsh speaking staff, thus treating the Welsh language no less favourably than the English language. Welsh speaking placement candidates may also be linked in with Welsh language organisations who sit on Caerphilly's Welsh Language Forum for additional support. We will ensure that we continue to consider how we can maximise the positive impact as the scheme develops.

## 8. Data and Information

*(What data or other evidence has been used to inform the development of the proposal? Evidence may include the outcome of previous consultations, existing databases, pilot projects, review of customer complaints and compliments and or other service user feedback, national and regional data, academic publications and consultants' reports etc.)*

Data/evidence <i>(Please provide link to report if appropriate)</i>	Key relevant findings	How has the data/evidence informed this proposal?
<p>DWP unemployment figures would have been used to inform the development of the Kickstart scheme on a nationwide level.</p> <p>Previous Jobs Growth Wales and Caerphilly Passport programme schemes (and associated data)</p> <p>Jobs Growth Wales 2 Evaluation (2015-2019)</p>	<p>Rising youth unemployment; evidence of positive employment outcomes as a result of quality work placements.</p> <p>Placements in many examples led to sustainable employment (including many still employed by CCBC); and even where didn't lead to direct employment would have given valuable experience for CV and to improve future prospects.</p> <p>JGW participants sustain high rates of employment. A total of 74% had secured employment at the end of their placement. This rose to 84.6% 12 months later. Almost three quarters (72%) of participants felt their work placement played a role in securing their current position. Employability skills and job-specific skills were most commonly cited by participants as skills they had gained through JGW.</p> <p>Employers benefited from JGW placements as they helped cope with workload, reduced wage bills and recruitment costs. The placements also helped more than two-thirds of participant employers to grow. A majority (58%) were more likely to recruit a young person aged 16 to 24</p>	<p>Placement scheme developed following success of previous similar schemes.</p> <p>Learning from Caerphilly Passport scheme will enable us to ensure Kickstart is rolled out effectively, with considerations to issues such as ensuring quality of placement. We will also have the Academy mentor in place to offer additional support, as previous programmes have highlighted some of the initial issues which can arise when a new person starts placement, particularly if this is their first experience of paid employment.</p> <p>The JGW 2 Evaluation demonstrates that work placements yield positive benefits for both individuals and employers, thus informing the recommendation for the Council to engage with the Kickstart scheme.</p>



	because they participated in JGW.	
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**Were there any gaps identified in the evidence and data used to develop this proposal and how will these gaps be filled?**

*Details of further consultation can be included in Section 9.*

**No gaps identified.**

## 9. Consultation

*(In some instances, there is a legal requirement to consult. In others, even where there is no legal obligation, there may be a legitimate expectation from people that a consultation will take place. Where it has been determined that consultation is required, [The Gunning Principles](#) must be adhered to. Consider the [Consultation and Engagement Framework](#). Please note that this may need to be updated as the proposal develops and to strengthen the assessment.*

**Briefly describe any recent or planned consultations paying particular attention to evidencing the Gunning Principles.**

Who was consulted?

Individual participants are consulted regularly as part of delivery of the existing employment programmes.

Employers/Managers consulted via wider discussion regarding their labour needs and activities which may support them to identify suitable candidates. Moving forward, these discussions will also consider the Welsh Language needs of service areas, with specific consideration given to recruitment of Welsh speakers.

When were they consulted did the consultation take place at the formative stage and was adequate time given for consultees to consider and respond?

Participants are formally consulted via evaluation forms at the end of their employment support, but also more informally via ongoing discussions with their employment mentors.

Employers/Managers consulted informally via discussions with employment staff.

Was sufficient information provided to consultees to allow them to make an informed decision on the proposal?

What were the key findings?

Whilst not consulted specifically on the development of this scheme (as developed at UK level by DWP), several years of discussion with both participants and managers as part of employment programme delivery has identified that paid placements are viewed as extremely beneficial, as a source of income and a means of gaining experience, skills and a route to employment for individuals; and as an opportunity to meet labour needs and also develop new talent for managers.

How have the consultation findings been taken into account?

Previous consultation has indicated that participating in the Kickstart scheme could be beneficial for both participants and managers.



## 10. Monitoring and Review

<b>How will the implementation and the impact of the proposal be monitored, including implementation of any amendments?</b>	The progress of Kickstart participants will be monitored by both the DWP (who administer the scheme) and by CCBC Employment (Academy) staff internally. The impact of Kickstart specifically will be monitored as part of the Academy overall reporting.
<b>What are the practical arrangements for monitoring?</b>	All Kickstart participants will also be signed up as part of the Employment team's Academy programme. The Academy mentor will communicate with them throughout their placement, recording outcomes etc on already established spreadsheets.
<b>How will the results of the monitoring be used to develop future proposals?</b>	The success of the scheme will be assessed and these findings will be used when considering the benefit of engaging with or developing future schemes of this nature.
<b>When is the proposal due to be reviewed?</b>	Each placement will be reviewed at its 6 month end point. The whole scheme will be reviewed after the final placement end date (end June 2022).
<b>Who is responsible for ensuring this happens?</b>	Employment Team Managers

## 11. Recommendation and Reasoning

<input checked="" type="checkbox"/>	Implement proposal with no amendments
<input type="checkbox"/>	Implement proposal taking account of the mitigating actions outlined
<input type="checkbox"/>	Reject the proposal due to disproportionate impact on equality, poverty and socio-economic disadvantage

Have you contacted relevant officers for advice and guidance?

Yes

No

## 12. Reason(s) for Recommendation

*(Provide below a summary of the Integrated Impact Assessment. This summary should be included in the "Summary of Integrated Impact Assessment" section of the Corporate Report Template. The Integrated Impact Assessment should be published alongside the Report proposal).*

The Integrated Impact Assessment has identified that the scheme offers many benefits to individuals across all socio-economic backgrounds. Employment offers a sustainable route out of poverty and provides individuals with the resilience and resources to overcome many of the social problems associated with living in deprived communities. In addition, addressing worklessness within local areas and improving the local economy contributes to more cohesive, healthier and prosperous communities. Many individuals and groups who fall under the protected characteristics are often affected to a greater extent by poverty, vulnerability and the related causes; therefore any provision that provides opportunities for upskilling, training, empowering and participation in/contribution to the local economy is positive.

## 13. Version Control

*(The IIA should be used in the early stages of the proposal development process. The IIA can be strengthened as time progresses to help shape the proposal. The Version Control section will act as an audit trail to evidence how the IIA has been developed over time)*

Version No.	Author	Brief description of the amendments/update	Revision Date

## Integrated Impact Assessment Author

Name:	Sarah-Jayne Irish
Job Title:	Development & Monitoring Manager
Date:	24/05/2021

## Head of Service Approval

Name:	Rhian Kyte
Job Title:	Head of Regeneration and Planning

<b>Signature:</b>	 <hr/>	<b>Date:</b>	<b>14.06.2021</b>
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