

Equality and Public Health Full Impact Assessment

Impact Assessment Id: #376

1.0 Screening Information

Project Name

DfE Multiply

Name of Project Sponsor

Hannah Perrott

Name of Project Manager

Judy Gibbs

Name of Project Lead

Judy Gibbs

Please give a brief description of the project

Multiply , a strand of the UK Shared Prosperity Fund is designed as a core part of the Governments Levelling Up mission and investment in adult skills , designed to improve the levels of numeracy across Worcestershire. The scheme will support residents over 19 years old who have not previously attained a GCSE Grade 4/C or higher maths qualification to either work towards a GCSE or equivalent, develop specific numeracy skills for their work or progression or simply brush up on their skills to help them get on in life or work.

Data Protection screening result

Will require a full impact assessment

Equality and Public Health screening result

Will require a full impact assessment

Environmental Sustainability screening result

Does not need a full impact assessment

1.1 Background and Purpose

Background and Purpose of Project?

To support your answer to this question, you can upload a copy of the project's Business Case or similar document. Multiply, a strand of the UK Shared Prosperity Fund is designed as a core part of the Government's Levelling Up mission and investment in adult skills, designed to improve the levels of numeracy across Worcestershire. The scheme will support residents over 19 years old who have not previously attained a GCSE Grade 4/C or higher maths qualification to either work towards a GCSE or equivalent, develop specific numeracy skills for their work or progression or simply brush up on their skills to help them get on in life or work.

Upload Business Case or Support documents

No files uploaded

Project Outputs

Briefly summarise the activities needed to achieve the project outcomes.

4935

Project Outcomes

Briefly summarise what the project will achieve.

1. More adults achieving maths qualifications courses (up to, and including, Level 2 – with GCSEs and FSQs as the qualifications of choice in England – or equivalent) and an increase in participation in numeracy courses.
2. Improved labour market outcomes e.g. fewer numeracy skills gaps reported by employers, and an increase in the proportion of adults that progress into sustained employment and / or education.
3. Increased adult numeracy across the population – this overall impact, which goes beyond achieving certificates or qualifications, will track both the perceived and actual difference taking part in the programme makes in supporting learners to improve their understanding and use of maths in their daily lives, at home and at work - and to feel more confident when doing so

Is the project a new function/service or does it relate to an existing Council function/service?

Existing

Was consultation carried out on this project?

No

1.2 Responsibility

Directorate/Organisation

People

Service Area

Communities

1.3 Specifics

Project Reference (if known)

Not Recorded

Intended Project Close Date *

March 2025

1.4 Project Part of a Strategic Programme

Is this project part of a strategic programme?

No

2 Organisations Involved

Please identify the organisation(s) involved:

Worcestershire County Council

Details of contributors to this assessment:

Name	Judy Gibbs
Job title	Skills and Investment Group Manager
Email address	jgibbs@worcestershire.gov.uk

3.0 Who will be affected by the development and implementation

Please identify group(s) involved:

Service User

3.1 Information and evidence reviewed

What information and evidence have you reviewed to help inform this assessment? *

None

3.2 Summary of engagement or consultation undertaken

Who and how have you engaged, or why do you believe engagement is not required? *

None - at source of contract completed by DfE

3.3 Summary of relevant findings

Please summarise your relevant findings. *

None

4 Protected characteristics - Equality

Please consider the potential impact of this activity (during development & implementation) on each of the equality groups outlined below. **Please select one or more impact box(es) below for each equality group and explain your rationale.** Please note it is possible for the potential impact to be both positive and negative for the same equality group and this should be recorded. Remember to consider the impact on e.g. staff, public, patients, carers etc. who are part of these equality groups.

Age

Potential positive impact selected.

Explanation of your reasoning:

Programme is defined by DfE as for 19+ residents, this is a positive targetting of Adults where these services and support would not be available.

Disability

Keep it Green, Keep it on the Screen

Potential positive impact selected. Potential neutral impact selected.

Explanation of your reasoning:

If participant identifies as disabled , additional support can be offered at source this is a positive action helping people with disabilities to access services. However programme does not target people with disabilities specifically

Gender reassignment

Potential neutral impact selected

Explanation of your reasoning:

Does not target or note those with gender reassignment

Marriage and civil partnerships

Potential neutral impact selected.

Explanation of your reasoning:

Does not target or note those marital statuses

Pregnancy and maternity

Potential neutral impact selected.

Explanation of your reasoning:

Does not target or note those with pregnancy

Race including travelling communities

Potential neutral impact selected.

Explanation of your reasoning:

Does not target people by race

Religion and belief

Potential neutral impact selected.

Explanation of your reasoning:

Does not note religion or target people by religion

Sex

Potential neutral impact selected.

Explanation of your reasoning:

REcorded but does not target based on sex

Sexual orientation

Potential neutral impact selected.

Explanation of your reasoning:

Does not record data

5 Characteristics - Public health

Other vulnerable and disadvantaged groups

Potential neutral impact selected.

Explanation of your reasoning:

Unknown unless participants verbalise to teams and not recorded

Health inequalities

Potential neutral impact selected.

Explanation of your reasoning:

Not known

Social and economic

Potential positive impact selected.

Explanation of your reasoning:

Programme supports upskilling in Numeracy which can lead to improved employment outcomes

Physical health

Potential neutral impact selected.

Explanation of your reasoning:

Not appropriate

Mental health and wellbeing

Potential neutral impact selected.

Explanation of your reasoning:

Not appropriate

Access to services

Potential positive impact selected.

Explanation of your reasoning:

AS part of individual advice and guidance , other referrals to public services will be made to support changing in circumstances

6 Actions to mitigate potential negative impacts

You have confirmed that there are no negative impacts for equality protected characteristics and public health characteristics.

7 When will you review this equality and public health estimate(EPHIA)?

Annually

8 Declaration

The following statement has been read and agreed:

- All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics: Age; Disability; Gender Reassignment; Marriage & Civil Partnership; Pregnancy & Maternity; Race; Religion & Belief; Sex; Sexual Orientation
- Our Organisation will challenge discrimination, promote equality, respect human rights, and aims to design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others
- All staff are expected to deliver and provide services and care in a manner which respects the individuality of service users, patients, carers etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics

I confirm to the best of my knowledge that the information I have provided is true, complete and accurate

I confirm that I will make sure that Equality and Public Health have been and continue to be considered throughout the project life cycle and that, if circumstances change in the project, a further Equality and Public Health Impact Assessment Screening will be carried out.

8 Application Details

Last Updated Date Time

28/07/2022 21:37:10

Screening Submitted Date Time

19/07/2022 17:36:56

Last Reopened Date Time

No Date Recorded

Full Impact Submitted Date Time

28/07/2022 21:37:10

Approved/Rejected Date Time

No Date Recorded

Current User Dashboard Request Status

Submitted

9.0 People with access to the original screening

[Judith Gibbs \(JGibbs@worcestershire.gov.uk\)](mailto:JGibbs@worcestershire.gov.uk)

9.1 People with access to this equality and public health assessment

[Judith Gibbs \(JGibbs@worcestershire.gov.uk\)](mailto:JGibbs@worcestershire.gov.uk)

10 Direct Questions

No Questions Asked