

**EQUALITY IMPACT ASSESSMENT – CONNECT TO WORK & GET DEVON PLYMOUTH AND TORBAY WORKING PLAN****SECTION ONE: INFORMATION ABOUT THE PROPOSAL**

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<b>Lead Officer:</b> Head of Service, Service Director, or Strategic Director.	Tina Brinkworth	<b>Signature:</b>	<i>Tina Brinkworth</i>	<b>Approval date:</b>	09 September 2025
<b>Overview:</b>	<p>Announced by the Department for Work and Pensions (DWP), the Get Britain Working White Paper introduced two new national initiatives; developing local Get Britain Working plans and a new, grant funded workforce and employability programme called Connect to Work.</p> <p>The Get Devon Plymouth and Torbay Working (GDPTW) plan will, cover labour market issues related to participation, progression, earnings and job quality in the labour market. This strategic plan will provide strategic direction for Connect to Work, as well as future DWP initiatives such as the Youth Offer.</p> <p>Connect to Work is a new, national workforce employability programme aimed at supporting those with disabilities, long-terms health conditions and from priority groups into work. This programme has been announced by the Department of Work and Pensions (DWP). The programme has allocated grant funding to different delivery areas nationally. Plymouth is part of a delivery area also including Devon and Torbay with Devon County Council nominated as the Lead Accountable Body for the area.</p> <p>Connect to Work is a voluntary programme to help tackle economic inactivity. It provides non-mandated support to eligible and suitable participants through delivering evidence-based Supported Employment following the 'place, train and maintain' model.</p>				
<b>Decision required:</b>	<ol style="list-style-type: none"> <li>1. Approve and accept the Get Devon Plymouth and Torbay Working plan</li> <li>2. To delegate the authority to sign future pilot contracts and agreements associated with the Get Devon Plymouth Torbay Working plan, such as the Youth Guarantee, to the Director for Children's Services, where they do not already have the authority to do so</li> </ol>				

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|  | <p>3. Approve the proposal for the Council to deliver the new DWP Connect to Work programme to support approximately 2,100 Plymouth residents (total value of approximately £6.8m over 5 years).</p> <p>4. To delegate the authority to sign Connect to Work contracts and agreements to the Director for Children's Services, where they do not already have the authority to do so</p> |
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## SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

<b>Potential external impacts:</b>	<b>Yes</b>		<b>No</b>	<b>X</b>
Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?				
<b>Potential internal impacts:</b>	<b>Yes</b>		<b>No</b>	<b>X</b>
Does the proposal have the potential to negatively impact Plymouth City Council employees?				
Is a full Equality Impact Assessment required? (if you have answered yes to either of the questions above then a full impact assessment is required and you must complete section three)	<b>Yes</b>	<b>X</b>	<b>No</b>	
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.				

## SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT

Protected characteristics (Equality Act, 2010)	Evidence and information (e.g. data and consultation feedback)	Adverse impact	Mitigation activities	Timescale and responsible department

<b>Age</b>	<p>Plymouth</p> <ul style="list-style-type: none"> <li>• 16.4 per cent of people in Plymouth are children aged under 15.</li> <li>• 65.1 per cent are adults aged 15 to 64.</li> <li>• 18.5 percent are adults aged 65 and over.</li> <li>• 2.4 percent of the resident population are 85 and over.</li> </ul> <p>South West</p> <ul style="list-style-type: none"> <li>• 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64.</li> <li>• 22.3 per cent are aged 65 and over.</li> </ul> <p>England</p> <ul style="list-style-type: none"> <li>• 17.4 per cent of people are aged 0 to 14.</li> <li>• 64.2 per cent of people are aged 15 to 64.</li> <li>• 18.4 per cent of people are aged 65 and over.</li> </ul> <p>(2021 Census)</p>	Low	<p>This programme is for Working Age adults (18+)</p> <p>Several mitigation activities have been identified including targeted outreach; age-inclusive employer campaigns; flexible learning; digital support; workplace trials; mid-life career (aged 50+) and health checks.</p>	<p>Ongoing for the life of the Connect to Work Project with annual assessment review.</p> <p>EPS</p>
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<p><b>Care experienced individuals</b></p> <p>(Note that as per the Independent Review of Children's Social Care recommendations, Plymouth City Council is treating care experience as though it is a protected characteristic).</p>	<p>It is estimated that 26 per cent of the homeless population in the UK have care experience. In Plymouth there are currently 7 per cent of care leavers open to the service (6 per cent aged 18-20 and 12 per cent of those aged 21+) who are in unsuitable accommodation.</p> <p>The Care Review reported that 41 per cent of 19-21 year old care leavers are not in education, employment or training (NEET) compared to 12 per cent of all other young people in the same age group.</p> <p>In Plymouth there are currently 50 per cent of care leavers aged 18-21 Not in Education Training or Employment (54 per cent of all those care leavers aged 18-24 who are open to the service).</p> <p>There are currently 195 care leavers aged 18 to 20 (statutory service) and 58 aged 21 to 24 (extended offer). There are more care leavers aged 21 to 24 who could return for support from services if they wished to.</p>	Low	<p>Priority access to the programme for care leavers up to age 25 (or 26, where aligned with corporate parenting duties). Connect to Work links to local authority leaving care teams, Virtual School Heads, and personal advisers. Trauma-informed approaches in coaching and mentoring. Employer engagement to reduce stigma, raise awareness, and promote supportive recruitment practices.</p>	<p>Ongoing for the life of the Connect to Work Project with annual assessment review.</p> <p>EPS</p>
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<b>Disability</b>	9.4 per cent of residents in Plymouth have their activities limited 'a lot' because of a physical or mental health problem. 12.2 per cent of residents in Plymouth have their activities limited 'a little' because of a physical or mental health problem (2021 Census)	Low	Advocacy with employers to ensure reasonable adjustments; accessible venues, documents. Easy Read/BSL/audio; quiet spaces; flexible formats (phone/video/in-person), assistive tech compatibility; Access to Work signposting; provider disability-confident standard	Ongoing for the life of the Connect to Work Project with annual assessment review. EPS
<b>Gender reassignment</b>	0.5 per cent of residents in Plymouth have a gender identity that is different from their sex registered at birth. 0.1 per cent of residents identify as a trans man, 0.1 per cent identify as non-binary and, 0.1 per cent identify as a trans women (2021 Census).	Low	Robust confidentiality and data minimisation; options to record affirmed name/pronouns; staff training on respectful interactions; safe placement policies with zero tolerance for harassment and clear withdrawal/escalation routes	Ongoing for the life of the Connect to Work Project with annual assessment review. EPS

<b>Marriage and civil partnership</b>	<p>40.1 per cent of residents have never married and never registered a civil partnership. 10 per cent are divorced, 6 percent are widowed, with 2.5 per cent are separated but still married.</p> <p>0.49 per cent of residents are, or were, married or in a civil partnerships of the same sex. 0.06 per cent of residents are in a civil partnerships with the opposite sex (2021 Census).</p>	Low	Flexible appointment times; remote options; consider partner relocation needs for job matching where relevant. Staff training will be provided for Connect to Work team members around specific challenges for these groups.	<p>Ongoing for the life of the Connect to Work Project with annual assessment review.</p> <p>EPS</p>
<b>Pregnancy and maternity</b>	<p>The total fertility rate (TFR) for England was 1.62 children per woman in 2021. The total fertility rate (TFR) for Plymouth in 2021 was 1.5.</p>	Low	Remote/near-home provision; childcare/transport support where eligible; safeguarding for health needs; employer guidance on lawful recruitment; pause/resume participation around maternity; private spaces for breastfeeding.	<p>Ongoing for the life of the Connect to Work Project with annual assessment review.</p> <p>EPS</p>

<b>Race</b>	<p>In 2021, 94.9 per cent of Plymouth's population identified their ethnicity as White, 2.3 per cent as Asian and 1.1 per cent as Black (2021 Census)</p> <p>People with a mixed ethnic background comprised 1.8 per cent of the population. 1 per cent of the population use a different term to describe their ethnicity (2021 Census)</p> <p>92.7 per cent of residents speak English as their main language. 2021 Census data shows that after English, Polish, Romanian, Chinese, Portuguese, and Arabic are the most spoken languages in Plymouth (2021 Census).</p>	Low	<p>Outreach via trusted community partners; ESOL and credential recognition support; anti-racism/inclusive recruitment training for employers; monitor outcomes by ethnic group; ensure communications avoid jargon and are translated where proportionate. Engagement with Plymouth City Council refugee teams.</p>	<p>Ongoing for the life of the Connect to Work Project with annual assessment review.</p> <p>EPS</p>
<b>Religion or belief</b>	<p>48.9 per cent of the Plymouth population stated they had no religion. 42.5 per cent of the population identified as Christian (2021 Census).</p> <p>Those who identified as Muslim account for 1.3 per cent of Plymouth's population while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2021 Census).</p>	Low	<p>Flexible scheduling; quiet/prayer space; catering labelling; staff awareness training; fair allocation of opportunities; swift action on complaints.</p>	<p>Ongoing for the life of the Connect to Work Project with annual assessment review.</p> <p>EPS</p>
<b>Sex</b>	<p>51 per cent of our population are women and 49 per cent are men (2021 Census).</p>	Low	<p>Childcare/transport support; safe, well-lit venues; sector-based academies targeting under-represented sexes; in-work progression support; tackle occupational segregation with employer partners.</p>	<p>Ongoing for the life of the Connect to Work Project with annual assessment review.</p> <p>EPS</p>

<b>Sexual orientation</b>	88.95 per cent of residents aged 16 years and over in Plymouth describe their sexual orientation as straight or heterosexual. 2.06 per cent describe their sexuality as bisexual, 1.97 per cent of people describe their sexual orientation as gay or lesbian. 0.42 per cent of residents describe their sexual orientation using a different term (2021 Census).	Low	Robust anti-harassment standards in provider and employer agreements; optional and confidential monitoring; visible inclusion statements; routes to safe placements and swift remedial action.	Ongoing for the life of the Connect to Work Project with annual assessment review. EPS
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#### SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department

#### SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
<b>Work together in partnership to:</b> <ul style="list-style-type: none"> <li>promote equality, diversity and inclusion</li> <li>facilitate community cohesion</li> <li>support people with different backgrounds and lived experiences to get on well together</li> </ul>		As part of the Connect to Work programme board, co-produce with communities shared equality monitoring	Ongoing for the life of the Connect to Work Project with annual assessment review. EPS



<b>Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.</b>		Priority access to the programme for care leavers up to age 25 (or 26, where aligned with corporate parenting duties). Links to local authority leaving care teams, Virtual School Heads, and personal advisers. Trauma-informed approaches in coaching and mentoring . Employer engagement to reduce stigma, raise awareness, and promote supportive recruitment practice	Ongoing for the life of the Connect to Work Project with annual assessment review.  EPS
<b>Build and develop a diverse workforce that represents the community and citizens it serves.</b>		Inclusive recruitment, mentoring, outreach to under-represented groups; monitoring of workforce diversity	Ongoing for the life of the Connect to Work Project with annual assessment review.  EPS
<b>Support diverse communities to feel confident to report crime and anti-social behaviour, including hate crime and hate incidents, and work with partners to ensure Plymouth is a city where everybody feels safe and welcome.</b>		Awareness campaigns; safe reporting routes; partnership with police/third-party reporting centres	Ongoing for the life of the Connect to Work Project with annual assessment review.  EPS