

Equality Impact Analysis

This equality impact analysis establishes the likely effects both positive and negative and potential unintended consequences that decisions, policies, projects and practices can have on people at risk of discrimination, harassment and victimisation. The analysis considers documentary evidence, data and information from stakeholder engagement/consultation to manage risk and to understand the actual or potential effect of activity, including both positive and adverse impacts, on those affected by the activity being considered.

To support completion of this analysis tool, please refer to the equality impact analysis guidance.

Section 1 – Analysis Details (Page 5 of the guidance document)

Name of Policy/Project/Decision	All-Age Work and Skills Strategy
Lead Officer (SRO or Assistant Director/Director)	Sarah Porru
Department/Team	Directorate of Business, Growth and Infrastructure - Business and Investment
Proposed Implementation Date	April 2025
Author of the EqlA	Simone Starr
Date of the EqlA	18/03/25

1.1 What is the main purpose of the proposed policy/project/decision and intended outcomes?

All-Age Work and Skills Strategy

Good jobs are the foundations from which we build happy and prosperous lives. We want everyone in Bury to access meaningful and worthwhile employment, building prosperity and well-being for individuals and our borough. Bury is at the forefront of delivering unprecedented job opportunities for our residents over the next 20 years. The borough will see new employment sites, new transport infrastructure, a brand-new secondary school, and housing development. This comes at a time when Greater Manchester has agreed to the seventh devolution deal with the government, a groundbreaking deal that will give us greater autonomy over our collective decision-making in the areas that will have the greatest impact on our residents.

Providing accessible and affordable skills and training opportunities throughout people's lives, suited to the economy now and fit for the future, is the only way in which we can ensure that working age residents in Bury can pursue the jobs and careers that they want. This strategy intends to influence policy and create supportive structures across our education settings through primary schools, secondary and further education that reimagines the role of education to be focused on education for work. Beyond compulsory education we will deliver a local work and skills eco-system, by focusing on the changes that we can make and influencing and lobbying for the changes we cannot.

The intended outcome is an integrated work and skills system that supports residents to access the skills they need to start, progress and maintain good employment. It will also support residents of working age with disabilities to access skills provision and support for employment through funded activity.

Section 2 – Impact Assessment (Pages 6 to 10 of the guidance document)

2.1 Who could the proposed policy/project/decision likely have an impact on?

Employees: **Yes**

Community/Residents: **Yes**

Third parties such as suppliers, providers and voluntary organisations: **Yes**

If the answer to all three questions is 'no' there is no need to continue with this analysis.

2.2 Evidence to support the analysis. Include documentary evidence, data and stakeholder information/consultation

Documentary Evidence:

Data:

Census 2021 Data - Bury Local Authority				
Age (6 categories)	Number (Bury)	Bury %	GM %	Eng & Wal %
Aged 15 years and under	38978	20.11%	20.39%	18.51%
Aged 16 to 24 years	18299	9.44%	11.49%	10.60%
Aged 25 to 34 years	25011	12.90%	14.49%	13.51%
Aged 35 to 49 years	37922	19.56%	19.64%	19.34%
Aged 50 to 64 years	38193	19.70%	18.14%	19.48%
Aged 65 years and over	35448	18.29%	15.85%	18.56%

Census data suggests Bury has an age profile in line with the rest of England and Wales however Bury has a marginally older population compared to Greater Manchester.

Stakeholder information/consultation: Shared with BHEAST, BBLG, colleagues at GMCA, Bury College, VCFA, Team Bury, Shared with portfolio leads. The EQIA will be updated as the strategy progresses and/or individual connected projects will be assessed as an individual activity

2.3 Consider the following questions in terms of who the policy/project/decision could potentially have an impact on. Detail these in the impact assessment table (2.4) and the potential impact this could have.

- Could the proposal prevent the promotion of equality of opportunity or good relations between different equality groups?
- Could the proposal create barriers to accessing a service or obtaining employment because of a protected characteristic?
- Could the proposal affect the usage or experience of a service because of a protected characteristic?
- Could a protected characteristic be disproportionately advantaged or disadvantaged by the proposal?
- Could the proposal make it more or less likely that a protected characteristic will be at risk of harassment or victimisation?
- Could the proposal affect public attitudes towards a protected characteristic (e.g. by increasing or reducing their presence in the community)?
- Could the proposal prevent or limit a protected characteristic contributing to the democratic running of the council?

2.4 Characteristic	Potential Impacts	Evidence (from 2.2) to demonstrate this impact	Mitigations to reduce negative impact	Impact level with mitigations Positive, Neutral, Negative
Age	Likelihood that older working age individuals may face challenges with using technology and digital approaches to learning. They may respond more effectively to in-person and paper-based support.	Early intervention can help individuals of all ages find work, upskill and remain in work.	<ul style="list-style-type: none"> Tailored support for different age groups. Including online, , telephone, and in person support as required. We will provide accessible and affordable skills and training opportunities for people throughout their lives. 	Positive
Age	Younger people may face youth unemployment, which can significantly impact their life chances, motivation, and quality of life. Therefore, it is essential to inform and inspire young people much earlier in their education journey.		<ul style="list-style-type: none"> The strategy will support education from primary school to further education, focusing on preparing students for work. Beyond school, we'll create a local system to help people gain the skills they need for good jobs. We will offer a variety of learning methods to ensure that everyone's preferred learning style is accommodated. This way, each individual can engage with the material in the way that suits them best. 	Positive
Age	Working age people who work may have a barrier to accessing learning and training for new		To accommodate varying work hours and personal commitments, flexible learning schedules, including online	Neutral

	careers due to their working hours		courses and self-paced modules, can be implemented. Evening and weekend classes provide additional opportunities for those unable to attend during standard hours. Promoting all-age apprenticeships ensures access to training and career development for individuals of any age. Collaborating with employers to create training programs that align with work schedules, including on-the-job training and employer-sponsored initiatives, further supports accessibility	
Disability	People with physical, mental, or sensory disabilities may face barriers, leading to exclusion from essential services.	All funded work and skills support will have their own EIA and support in place for residents with disabilities	A key element of the W & SS is to support residents with disabilities or health related barriers into good employment. The programmes that the strategy supports will be promoted across multiple groups, communities and the Third Sector to reach residents who need support to enhance their skills and/or move into and sustain employment.	Neutral
Gender Reassignment	No impacts expected			Neutral
Marriage and Civil Partnership	No impacts expected			Neutral

Pregnancy and Maternity	Support for recently unemployed or at-risk individuals includes those on maternity leave	No specific evidence provided	Flexible support options and early intervention with employers to facilitate return to work. Support to access advice and guidance from specialists for issues such as post partum depression, guidance on breastfeeding at work	Neutral
Race	Minority ethnic groups may face language barriers and increased risk of digital exclusion, childcare issues and Visa status which may affect access to public services, education, and employment.	Inclusive programme design to support diverse communities	Culturally sensitive support and outreach taking into consideration the demographics of ethnicity in some of our wards.	Neutral
Religion and Belief	The W&SS and delivery plan must be mindful of religious periods and observances, particularly Friday afternoons for Muslims and the Sabbath for Jewish residents in Bury. This consideration ensures that service delivery respects and accommodates the religious practices of these communities, promoting inclusivity and equitable access.	No specific evidence provided	Flexible to allow adjustments for religious observances; respecting religious restrictions; dress code flexibility for religious attire; training on religious diversity and inclusion; recognition of various religious holidays; and open communication channels for discussing religious needs. These measures aim to foster an inclusive and respectful culture for all participants this will help people gain the skills they need for good jobs	Neutral

Sex	Tailor support to the distinct health, social, and economic needs of different genders, ensuring more effective and relevant assistance.	Support for individuals regardless of gender.	Gender-sensitive support and outreach	Neutral
Sexual Orientation	No impacts expected			Neutral
Carers	Carers need extra support with employment because they often juggle significant caregiving responsibilities which impact availability alongside their work. This dual role can lead to increased stress, and ill health	Support for individuals with caring responsibilities	We will provide accessible and affordable skills and training opportunities for all carers as part of the delivery plan for the All age W&SS. This will help working-age residents in Bury pursue their desired careers. Our strategy will support education at all levels and create a local work and skills ecosystem. We will also work with employers to support carers with flexible arrangements and tailored services,	Neutral
Looked After Children and Care Leavers	Care leavers often face significant challenges in securing and maintaining employment and accessing training opportunities due to a lack of family support, financial instability and the impact of significant childhood trauma	Early intervention can help care leavers remain in work.	To mitigate the impact on care leavers, we will provide tailored support through partnerships specializing in this cohort, ensuring individual action plans that align with corporate parent policy. This approach is closely linked with the Care Leavers Covenant, reinforcing our commitment to meeting their unique needs	Neutral

Socio-economically vulnerable	May impact individuals experiencing digital exclusion, those who cannot afford travel for meetings or support, and those who are potentially homeless or in temporary accommodation. These factors can limit their access to essential services and support,	Early intervention can help socio-economically vulnerable individuals remain in work	Our strategy, aligned with the Bury Economic Strategy, includes targeted support and outreach such as digital access assistance, travel subsidies, and flexible meeting options. These measures ensure that everyone can access essential services and support, regardless of their circumstances. This approach complements our efforts to support lifelong learning and reduce inequalities	Neutral
Veterans	Veterans often face significant challenges in securing and maintaining employment and training due to a lack of civilian work experience, financial instability, and the impact of service-related trauma.		Tailored support for veterans: Utilizing existing partnerships that specialize in this cohort to provide the individual action plans required to support the unique needs of each veteran, in alignment with the Bury Armed Forces Covenant	Neutral

Actions required to mitigate/reduce/eliminate negative impacts or to complete the analysis

2.5 Characteristics	Action	Action Owner	Completion Date
All	We will provide accessible and affordable skills and training opportunities throughout people's lives to help working-age residents in Bury find and keep the jobs they want. Our strategy will support education from primary school to further education, focusing on preparing students for work. Beyond school, we will create a local system to help people gain the skills they need for good jobs. We will offer tailored support for different age groups, including online, telephone, and in-person assistance. We will	Sarah Porru	Ongoing

	utilise partnerships with the Digital Inclusion Officer and accessible spaces like the Neighbourhub to ensure a person-centric approach for residents		
Disability	To ensure inclusivity for individuals with disabilities, we will make physical spaces, digital platforms, and materials accessible; provide alternative communication methods; offer tailored support services; implement training programs for awareness; and adjust policies and procedures to avoid disadvantages.-working in partnership with dedicated services such as the Bury Blind society to ensure that every participant and their individual and specific requirements are met	Sarah Porru	Ongoing
Pregnancy and Maternity	Provide flexible support options and early intervention. Working in partnership with colleagues from Public Health to ensure specialist support is offered for delivery of the W7SS.	Sarah Porru	Ongoing
Race	Implement culturally sensitive support and outreach taking into consideration the demographics of ethnicity in some of our wards. Awareness of Visa status and post traumatic stress and working in partnership with internal and external partners to address issues such as housing and trauma.	Sarah Porru	Ongoing
Carers	Offer flexible support options and early intervention.	Sarah Porru	Ongoing
Looked After Children and Care Leavers	Tailored support for care leavers. Using existing partnerships which specialise in this cohort to provide the individual action plans required to support the needs of the individual in line with corporate parent policy. Utilising relationships with the Care leavers specialist support for Health, Employment and Wellbeing depending on the needs of the individual		Ongoing
Socio-economically vulnerable	Implement targeted support and outreach	Sarah Porru	Ongoing
Veterans	Provide tailored support for veterans Additionally, we will ensure accessible and affordable skills and training opportunities, aligning with the current and future economy, to help working-age veterans in Bury pursue their desired jobs and careers.	Sarah Porru	Ongoing

Section 3 - Impact Risk

Establish the level of risk to people and organisations arising from identified impacts, with additional actions completed to mitigate/reduce/eliminate negative impacts.

3.1 Identifying risk level (Pages 10 - 12 of the guidance document)

Impact x Likelihood = Score			Likelihood			
			1	2	3	4
			Unlikely	Possible	Likely	Very likely
Impact	4	Very High	4	8	12	16
	3	High	3	6	9	12
	2	Medium	2	4	6	8
	1	Low	1	2	3	4
	0	Positive / No impact	0	0	0	0

Risk Level	No Risk = 0	Low Risk = 1 - 4	Medium Risk = 5 – 7	High Risk = 8 - 16
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3.2 Level of risk identified	Low Risk = 1 – 4
3.3 Reasons for risk level calculation	<p>The Work & Skills Strategy and Delivery Plan can be considered a Low Risk level for the following reasons:</p> <p>Targeted Mitigation Strategies: The strategy has clearly identified vulnerable groups, such as older adults, people with disabilities, minority ethnic groups, and socio-economically disadvantaged individuals. By implementing targeted actions, the strategy addresses the specific needs of these groups.</p> <p>Comprehensive Inclusion Statement: The strategy and delivery plan encompasses a wide array of actions to ensure that potential impacts on various characteristics, such as age, disability, and race, are effectively mitigated. By incorporating priority groups like care leavers, recently unemployed individuals, and low-income families, the initiative ensures robust support for those most at risk. This approach</p>

	<p>significantly reduces the potential for negative outcomes, fostering a more inclusive and supportive environment for all participants.</p> <p>Proactive and Preventative Measures: The all-age Work and Skills Strategy and Delivery Plan proactively addresses potential barriers to employment and skills. It ensures that necessary tools, training, and support are provided upfront. This proactive approach significantly reduces the risk of negative impacts arising and reduces the opportunity for inequalities, fostering a more inclusive and supportive environment for all residents.</p> <p>Stakeholder Involvement: The strategy actively collaborates with specialised organisations and community groups, such as disability support organizations, LGBTQ+ advocacy groups, veteran support services, and ethnic minority support groups. This collaboration ensures that the actions taken are well-informed, culturally sensitive, and tailored to address the specific needs of each group. By leveraging the expertise and insights of these stakeholders, the strategy effectively minimizes risks and enhances the support provided to all residents. The Work and Skills Strategy is essential to Bury's Let's Do It! Strategy, which aims for faster economic growth and lower deprivation than the national average. It supports key priorities such as a better future for children, improved quality of life, early years development, educational attainment, and increased adult skills and employability.</p> <p>Evidence-Based Approach: The Work and Skills Strategy is a critical enabler of Bury's Let's Do It! Strategy, which aims for faster economic growth and lower deprivation than the national average. This strategy embodies the principles of Local, Enterprise, Together, and Strengths. It directly supports key priorities such as a better future for children, improved quality of life, early years development, educational attainment, and increased adult skills and employability. Overall, the strategy's careful planning, targeted interventions, and involvement of relevant stakeholders contribute to its classification as Low Risk, as it effectively mitigates potential negative impacts on residents.</p>
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Section 4 - Analysis Decision (Page 11 of the guidance document)

4.1 Analysis Decision	X	Reasons for This Decision
There is no negative impact therefore the activity will proceed		
There are low impacts or risks identified which can be mitigated or managed to reduce the risks and activity will proceed		

There are medium to high risks identified which cannot be mitigated following careful and thorough consideration. The activity will proceed with caution and this risk recorded on the risk register, ensuring continual review		
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Section 5 – Sign Off and Revisions (Page 11 of the guidance document)

5.1 Sign Off	Name	Date	Comments
Lead Officer/SRO/Project Manager			
Responsible Asst. Director/Director			
EDI			

EqlA Revision Log

5.2 Revision Date	Revision By	Revision Details