



Title of EIA		Commonwealth Games Legacy Enhancement Fund (CWGLEF) – Jobs, Skills and Wellbeing Programme for Coventry
EIA Author	Name	Glen Smailes
	Position	Skills and Partnerships Lead
	Date of completion	14/11/2023
Head of Service	Name	Kim Mawby
	Position	Head of Service Employment and Skills
Cabinet Member	Name	Cllr Dr Kindy Sandhu
	Portfolio	Education and Skills

EIA	<ul style="list-style-type: none"> • Having identified an EIA is required, ensure that the EIA form is completed as early as possible. • Any advice or guidance can be obtained by contacting Jaspal Mann (Equalities), Mamta Kumar (Equalities), Alicia Philips (Health Inequalities), Lisa Young (Health Inequalities), Emily Stewart (Health Inequalities), Laura Waller (Digital Inclusion).
Sign Off	<ul style="list-style-type: none"> • Brief the relevant Head of Service/Director/Elected Member for sign off • Have the EIA Form ready for consultation if it is required • Amend according to consultation feedback and brief decision makers of any changes
Action	<ul style="list-style-type: none"> • Implement project / changes or finalise policy/strategy/contract • Monitor equalities impact and mitigations as evidence of duty of care

PLEASE REFER TO [EIA GUIDANCE](#) FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1 Please tick one of the following options:

This EIA is being carried out on:

- New policy / strategy
- New service
- Review of policy / strategy
- Review of service



Commissioning

Other project (please give details)

1.2 In summary, what is the background to this EIA?

In April 2023, the Department of Culture Media and Sport launched the Commonwealth Games Legacy Enhancement Fund (CWGLEF). This is funding for the West Midlands Combined Authority Area with some of the funding ring-fenced for Birmingham City Council only - as the city host of the Commonwealth Games. A total of £67.9m in funding is available until March 2025. Commonwealth Legacy Fund funding is allocated across four funding pillars. These are:

- Inclusive Communities
- Economy and Tourism
- Culture and Heritage
- Wellbeing and Sustainability

The West Midlands Combined Authority (WMCA) is the accountable body for CWGLEF. WMCA have chosen to use a mixture of funding modules to allocate funds under the four pillars, this includes: competitive grant awards, competitive supplier awards, direct award contract, WMCA in-house delivery and 'Double Devolution' to Local Authorities.

The Jobs, Skills and Wellbeing fund is part of the Economy and Tourism Pillar and totals £5.75m. Coventry City Council's share of this is £801,714 and needs to be spent by 31st March 2025. This funding was 'double devolved' with Coventry City Council able to choose how the funding was spent (from a list of five pre-determined options).

Coventry City Council plans to use this funding to increase our capacity to provide employment and skills support to those most in need. Including: 16–29-year-olds who are not in employment education or training (NEET), those aged 50+ and women who are in low paid work or economically inactive. This funding will provide support for a minimum of 300 Coventry residents with a minimum of 236 supported to engage in job searching following support.

Funding will support Job Coaches to work within communities in close partnership with existing community groups and the Voluntary and Community Sector (VCS). Target wards and Middle Super Output Areas (MSOA's) within those wards are shown in the below table:

Ward	MSOA's
Foleshill	South Foleshill, Upper Foleshill, Courtaulds/Edgwick
St Michaels	Hillfields, Charterhouse, City Centre
Henley Ward	WEHM (Wood End, Henley, Manor Farm), Potters Green/Mount Pleasant
Binley and Willenhall	Willenhall, Alder Moor, Ernesford Grange



Radford	Lower Radford
Westwood	Canley (excluding Canley Gardens)
Woodlands	Tile Hill (especially Jardine Crescent)

1.3 List organisations and people who are involved in this area of work?

Coventry City Council – Employment & Skills Service.

1.4 Who will be responsible for implementing the findings of this EIA?

Senior Leadership Team – Employment & Skills Service.

SECTION 2 – Consideration of Impact

Refer to guidance note for more detailed advice on completing this section.

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010.
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not.
- Foster good relations between persons who share a relevant protected characteristic and those who do not.



2.1 Baseline data and information

- Please include an analysis of the equalities data your service holds. This could include surveys, complaints, compliments, management information and customer profiles. *(Please refer to Diversity Guide)*
- Where possible compare your data to local data using
 - Facts about Coventry
 - Census 2011
 - Census 2021
 - JSNA

Employment & Skills Service Programmes - Equality (up to June 2023)

Programme	Total Participants	Male	%	Female	%	Prefer Not to say	%	Not White UK ethnic origin	%	Disability Health	%	Over 50	%
Ambition2	1543	807	52	736	48	0	0	868	56	263	17	0	0
Connect2	1969	798	41	1171	59	0	0	1046	53	818	42	318	16
Routes2	1073	570	53	503	47	0	0	354	33	228	21	0	0
Succeed	2123	909	43	1214	57	0	0	1394	66	477	22	423	20
YVYF	514	293	57	221	43	0	0	313	61	130	25	0	0
S4G	997	567	57	430	43	0	0	147	15	107	11	226	23
Totals	8219	3944	48	4275	52	0	0	4122	50	2023	25	967	12

Currently, Coventry City Council has five ongoing contracts delivering a wide range of employability support. These were funded by European Social Fund (ESF) and all are due to end December 2023.

The above will be replaced by UKSPF from January 2024 onwards. This has already been approved by Cabinet and Council with an EIA completed. The CWGLEF Jobs, Skills and Wellbeing Programme will add capacity to our UKSPF Employment and Skills programme allowing for us to reach a greater number of residents.

The data above shows that we have previously been highly successful in reaching those from non-White UK origin and those with disabilities and health conditions, with percentages well above the citywide levels based on the 2011/2021 census. UKSPF funding is approximately 43% less than ESF which will impact our ability to support as many residents as we have previously. However, UKSPF funding will be prioritised to support those with the highest needs and the CWGLEF Jobs, Skills and Wellbeing Programme will increase our capacity to support key groups including 16-29 year olds who are not in employment education or training (NEET), those aged 50+ and women who are in low paid work or economically inactive.



These target groups for CWLEF intervention were chosen based on the evidence as described in the table below:

Cohort	Short Summary of Supporting Evidence
50+	Claimant count 2,700, 50+ claimants - 4.9% compares with 4.2% West Mid (WM) average and 3.3% National (March 22 data). Some 'hotspot' areas of the City particularly around Hillfields/Foleshill are around 17-21% 50+ claimants (1 in 5)
Women (focus on EA/In-Work)	Economic Inactivity (EA) Dec 21: 30% Economically Inactive Women: There is a gap of 9.6% between economically inactive women and men in Coventry which is larger the Regional Average of 7.6% and the National Average of 5.7%. Wages (2021): Female gross weekly pay is -£39 on National Average and -£5.40 on WM Average. Male by comparison is +£37 on National and +£65 on WM.
Young NEET	18-24 claimant count (March 22): 2045 = 3.8% compared with 6.3% WM and 5% National 16-18 NEET (Jan 22): NEET 1.8%, Not Known 2.1%, Total 3.9% National (Feb 21): NEET 2.8%, Not Known 2.7%, Total 5.5% WM (Feb 21): NEET 2.6%, Not Known 3.1%, Total 5.7%. Need to maintain success.

2.2 On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.

- Positive impact (P)
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)

**Any impact on the Council workforce should be included under question 5.0 – not below*

Protected Characteristic	Impact type P, N, PN, NI	Nature of impact and any mitigations required.
Age 0-18	P	Positive impact as young people aged 16-18 are listed as a specific target group for focused activity. CWGLEF increases the capacity of the Employment and Skills Service to support this group.



Age 19-64	P	Positive impact for those with protected characteristics as CWGLEF activity is being targeted at cohorts who are likely to have one or more of these.
Age 65+	P	Specific positive impact on those who are 50+ as a key target group. As many people now choose to work beyond the age of 65 this group can also be supported.
Disability	P	This is a target group for UKSPF activity overall and not specifically for the additional capacity added by CWGLEF funding. However, there are likely to be participants who in addition to being within the other target cohorts also have a disability. All CWGLEF Job Coaches will be given basic training on supporting customers with disabilities and benefit from being connected to the wider Job Shop delivery team which has specialist disability Job Coaches.
Gender reassignment	NI	Activities have not been designed to target this cohort of people.
Marriage and Civil Partnership	NI	Activities have not been designed to target this cohort of people.
Pregnancy and maternity	NI	Activities have not been designed to target this cohort of people.
Race (Including: colour, nationality, citizenship ethnic or national origins)	P	This is a target group for UKSPF activity overall and not specifically for the additional capacity added by CWGLEF funding. However, there are likely to be participants who in addition to being within the other target cohorts are from 'Non-White British' backgrounds. All CWGLEF Job Coaches will have completed Equality and Diversity training and benefit from being part of a wider Job Shop delivery team.
Religion and belief	NI	Activities have not been designed to target people with a specific religion or belief.
Sex	P	Positive impact as people who identify as women are listed as a specific target group for focused activity, with a focus on women who are economically inactive or in low paid employment.
Sexual orientation	NI	Activities have not been designed to target this cohort of people.



SECTION 3 – HEALTH INEQUALITIES - See the health inequalities pre EIA guidance sheet for this section.

3	Further information on health inequalities is available on the Intranet
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3.1 Please tell us how the proposal you are submitting this EIA form will reduce health inequalities:
Please include which Marmot Principles this work covers.

The Institute for Health Equity report that “Being in good employment is protective of health”. Conversely, unemployment contributes to poor health. Getting people into work is therefore of critical importance for reducing health inequalities.” [Source](#)

This activity will help to address health inequalities by supporting the following Marmot Principles:

Enable all children, young people, and adults to maximise their capabilities and have control over their lives.

CWGLEF will increase our capacity, adding to UKSPF funding to support young people to access employment, education or training, with a focus on those not engaged in these activities (NEET).

Create fair employment and good work for all.

By ensuring external investment is used to specifically target services at those finding it the hardest to access employment and good work opportunities.

The CWGLEF will increase capacity, adding to UKPSF funding to specifically focus on:

- Support those in low paid and/or insecure employment.
- Supporting Coventry residents to access volunteering, training and employment across the city, working with partners in public, private and community and voluntary sectors across the ‘social gradient’.
- Tackle inequalities by making sure skills provision is equally accessed by all Coventry’s communities, with our residents gaining the skills they need to secure good employment and progress within it.
- Work with businesses to improve the quality of jobs, creating health promoting workplaces that support the health and wellbeing of employees.

Ensure healthy standard of living for all.

By securing new investment to improve ‘the tools and approaches to engage people early with support interventions to reduce long-term unemployment across the social gradient. Including people living in poverty due to health and disability related barriers to labour market access, to support people to stay in work’. This activity will be a core element of both the UKSPF and the capacity adding CWGLEF programme.



Tackle racism, discrimination and their outcomes

By adding further investing in employability support services to directly address inequalities in the labour market and access to employment, education and training for people who are not 'White UK' ethnic origin. This will include people who are recent arrivals to the UK and newly resident in Coventry.

3.2 What information do you have to show you are going to reduce health inequalities:

Activity will assist residents who are economically inactive to enter pathways towards employment. This has been identified by research and by the Coventry Marmot Work and Poverty Working Group as a major factor in improving economic independence leading to improved health and wellbeing outcomes.

The CWGLEF programme will also undertake a 'mental wellbeing' survey when participants enter the project. Job Coaches can then see the impact of the employment support on participants mental wellbeing with another survey taken when participants exit the project.

3.3 Who/which groups of people might face the biggest health inequalities for your work and why: What can be done to improve health equity for the groups of people you have identified?

All target groups for this work will be some of those facing the biggest health inequalities. Activity will focus on increasing economic activity, moving people toward and into work and helping them to sustain work once they get a job. All these activities will lead toward improved health equity for the cohorts of people supported (as specified above).

3.4 What can be done to improve health equity for the groups of people you have identified?

By supporting people into good quality employment there will be a net positive impact on health equity for these groups, as described in points 3.1 to 3.3. In addition, the 'mental wellbeing' survey will assess the impact of the support on participants mental wellbeing.

SECTION 4 - DIGITAL EXCLUSION INEQUALITIES

Please consider the digital exclusion information in the supporting document prior to completing this section.

4.1 Starting point:



Thinking of the main aims of your work area that this EIA is for; does your work area impact digital inequalities or exacerbate? Y

- Does your work assume service users have digital access and skills? N
- Do outcomes vary across groups, for example digitally excluded people benefit the least compared to those who have digital skills and access? N
- Consider what the unintended consequences of your work might be.

The Covid-19 pandemic accelerated the uptake of digital services nationally, whereby people who are digitally enabled have better financial opportunities, can access new information and are better connected to others (Lloyds Consumer Digital Index, 2021). However, for those who are digitally excluded, the digital divide has grown during the last two years. Without intervention people will be left behind with poorer outcomes across employment, health and wellbeing, education and service access.

Some people are more likely to be excluded including: older people, people from lower income households, unemployed people, people living in social housing, disabled people, school leavers before 16 with fewer educational qualifications, those living in rural areas, homeless people, or people who's first language is not English ([NHS Digital.](#))

CWGLEF in increasing the capacity of our employment programme, in addition to UKSPF will provide activities to support employability and will not assume service users have digital access and skills. Interventions will include the development of Action Plans which should identify skill gaps in this area at individual level. Key workers in will mobilise activities and refer into local opportunities, including digital skills support from Adult Education and access to free digital devices and data through the Job Shop.

4.2 Reducing digital exclusion inequalities

Where are the opportunities for your area to reduce digital exclusion inequalities and embed supports/interventions as part of your work?

Response:

The Job Shop will identify digital skill development needs as part of the preparation of individual Action Plans. Where a shortfall or need are identified the individual will be referred into the new and current provision being offered by Adult Education Service.

- The Adult Education Service propose to increase digital skills provision by 50% in 2023/24 (from 300 to 450 enrolments). Adult Education recognise that there are differences in digital exclusion and will create courses designed to meet a range of interests and needs.

Adult Education are also planning to enhance the digital skills offer by further developing tasters and short (bite sized) courses with new partner organisations through the [#CovConnects](#) initiative. It is important to note [#CovConnects](#) can provide holistic support for communities to remove barriers to



digital engagement and reduce barriers such as access to a device and/or data (Device Bank), motivation to get online, and trust of online safety ([see below](#)).

Once referred into provision, participants will be encouraged by Adult Education to further develop digital skills by progressing on to longer courses, for example Essential Digital Skills Qualifications (ESDQ), free of charge as part of digital entitlement up to Level 1. In addition, Adult Education are exploring options for delivery of Functional Skills Digital Qualifications (FSDQ).

In addition, the Job Shop are partners of CCC's Digital Device Bank and the National Databank. Programme participants can be supported to access free digital devices and data-cards, based on their needs.

The Employment and Skills Service will monitor impact by comparison of participant demographic data between 2023/25 & 2025/26.

5.0 Will there be any potential impacts on Council staff from protected groups?

n/a

You should only include the following data if this area of work will potentially have an impact on Council staff. This can be obtained from: Nicole.Powell@coventry.gov.uk

Headcount:

Sex:

Female	
Male	

Age:

16-24	
25-34	
35-44	
45-54	
55-64	
65+	

Disability:

Disabled	
Not Disabled	
Prefer not to state	
Unknown	

Ethnicity:

Religion:

Any other	
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White	
Black, Asian, Minority Ethnic	
Prefer not to state	
Unknown	

Buddhist	
Christian	
Hindu	
Jewish	
Muslim	
No religion	
Sikh	
Prefer not to state	
Unknown	

Sexual Orientation:

Heterosexual	
LGBT+	
Prefer not to state	
Unknown	

6.0 How will you monitor and evaluate the effect of this work?

Comparison of participant demographic data for the city of Coventry between 2023/24 & 2024/2 programme performance data collated on an ongoing basis and trends in participation, output and outcome achievement evaluated by breakdown of all categories for people with protected characteristics.

Coventry City Council will review ongoing activity using agreed WMCA CWGLEF Project Delivery Performance Templates, supplier performance data and other appropriate performance monitoring systems. Meetings with an allocated contract manager will be held via one or more of the following methods:

- Telephone
- Email
- Virtual or face-to-face meetings
- Partner Network Discussions

6.1	Action Planning	
Issue Identified	Planned Action	Timeframe



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7.0 Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:

- No impact has been identified for one or more protected groups
- Positive impact has been identified for one or more protected groups
- Negative impact has been identified for one or more protected groups
- Both positive and negative impact has been identified for one or more protected groups

8.0 Approval

Signed: Head of Service: Kim Mawby	Date: 21.11.2023
Name of Director: Andy Williams	Date sent to Director: 21.11.2023
Name of Lead Elected Member: Cllr Dr K Sandhu	Date sent to Councillor: 21.11.2023

Email completed EIA to equality@coventry.gov.uk