

## 1. Introduction

This document provides a summary of the equalities implications of the inception and delivery of the Future Jobs Fund initiative. An initial assessment has been carried out in line with the Council's procedures in order to ensure there are no unlawful impacts of the service or its delivery.

## 2. Background

The City Council has a duty under the Equalities Act (2010) to consider the needs of diverse groups when designing and delivering services so that people can get fairer opportunities and equal services, to consider all the protected characteristics, and tackle socio-economic inequalities

The Young Persons Guarantee and Future Jobs Fund have been introduced by Central Government as part of a range of measures to address the effects of the recession. These policies are designed to be of particular benefit to the long-term unemployed aged 18-24. However the Future Jobs Fund will also benefit the long term unemployed in unemployment hotspots. In Birmingham these will be determined by the 187 SOA's included in NI 153, where the worklessness rate is 25% and above.

Birmingham's Future Jobs Fund programme will look will target:

- (1) 18-24 year olds who claiming JSA between 39 and 50 weeks,
- (2) 25+ claiming JSA between 39 and 50 weeks living in disadvantaged areas.
- (3) 18+ years claiming ESA (formally IB) or IS (Single Parent) claiming benefits for 39 weeks plus.

There will be an additional focus on specific target client groups: people with disabilities, homeless, refugees/new arrivals, prolific offenders. Some of these may be on other worklessness benefits. Around 100 places will be accessed by these client groups.

The jobs will be:

- Real jobs which pay at least national minimum wage, for at least 25 hours a week, and lasting at least six months
- New jobs that would not have happened without the Future Jobs Fund
- Suitable for long-term unemployed young people
- Of benefit to the local community

The Future Jobs Fund is time limited. Funding is available from October 09 until March 2010. The maximum government contribution for each job will not exceed £6,500 and each job will last for a maximum of six months. Future Jobs Fund and Young Persons Guarantee will compliment existing provision for unemployed people and other disadvantage groups to overcome the obstacles faced by the long term unemployed.

Previous recessions have seen a disproportionate impact on youth unemployment, the effects of which are still being felt. The current recession is also disproportionately impacting on young people. Therefore, the Government is

committed to ensuring the no young person is permanently disadvantaged by the recession and that all young people are able to maintain their attachment to the labour market and take part in worthwhile activity. Be Birmingham and partners see this as integral to meeting its core objectives in Birmingham's Sustainable Community Strategy, Birmingham 2026.

### **3. Initial Equality Impacts**

An initial appraisal was carried out to identify any differential impacts in delivering the initiative. An analysis of the existing provision and provision being developed under the WNF programme for proposed client group established that there was a need for a targeted programme in Birmingham. The analysis identified positive impact as listed below, but no negative impact:

- The jobs created will create Community Benefit & additionality. Increasing prosperity in the local area
- Positive impact on individual, by developing CV's, paying expenses, and providing References,
- The programme targets young people to help them accessing Work
- The programme will address multi generational unemployment, changing the view of the world
- Training will concentrate on developing work related skills
- The programme offers free travel to work BCC jobs only. Those moving from weekly benefits to monthly pay, managers can approve a 2 week pay pattern, easing the financial issue around progression from benefits to paid work

### **4. Conclusion**

By targeting areas of high worklessness and deprivation and creating jobs with high community benefit the programme will engage those groups further from the labour market and promote good community relations. Data shows that disabled people are more likely to be in receipt of benefits than non-disabled. In 2007/8 14% of new claimants for JSA in the 18-24 age range were from disabled people. The programme will therefore aim to attract disabled participants and promote participation.