

Community Impact Assessment

Multiply Programme

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➤ **Equality Assessment**

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<p>Age - older and younger people</p>	<p>All adults 19+ are eligible to engage in Multiply provision. All people will benefit from engagement and participation.</p>	<p>Some individuals may find the provision less accessible.</p>	<p>Undertake market engagement to ensure the provision is inclusive and accessible, including ensuring those from underrepresented groups are encouraged and supported to participate. The Expressions of Interests and Application process will demonstrate how each supplier has considered the equalities impact, the relevant affected groups, based upon protected characteristics and any measures it proposes in response to these impacts. Appoint suppliers of services who have well qualified teaching staff to ensure learners with protective characteristics are just as likely to achieve outcomes as other learners.</p>
<p>Disability - people who are living with different conditions and disabilities, such as: mental illnesses, long term conditions, Autism and other neurodiverse conditions, learning disabilities, sensory impairment and physical disabilities.</p>	<p>All adults 19+ are eligible to engage in Multiply provision. All people will benefit</p>	<p>Some individuals may find the provision less accessible.</p>	<p>Undertake market engagement to ensure the provision is inclusive and accessible, including ensuring those from underrepresented groups are</p>

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	<p>from engagement and participation.</p>		<p>encouraged and supported to participate. The Expressions of Interests and Application process will demonstrate how each supplier has considered the equalities impact, the relevant affected groups, based upon protected characteristics and any measures it proposes in response to these impacts. Appoint suppliers of services who have well qualified teaching staff to ensure learners with protective characteristics are just as likely to achieve outcomes as other learners.</p>
<p>Gender reassignment - those people in the process of transitioning from one sex to another</p>	<p>All adults 19+ are eligible to engage in Multiply provision. All people will benefit from engagement and participation.</p>	<p>Some individuals may find the provision less accessible.</p>	<p>Undertake market engagement to ensure the provision is inclusive and accessible, including ensuring those from underrepresented groups are encouraged and supported to participate. The Expressions of Interests and Application process will demonstrate how each supplier has considered the equalities impact, the relevant affected groups, based upon protected characteristics and any measures it proposes in response to these impacts. Appoint suppliers of services who have</p>

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			<p>well qualified teaching staff to ensure learners with protective characteristics are just as likely to achieve outcomes as other learners.</p>
<p>Marriage & Civil Partnership - people who are married or in a civil partnership should not be treated differently at work</p>	<p>All adults 19+ are eligible to engage in Multiply provision. All people will benefit from engagement and participation.</p>	<p>Some individuals may find the provision less accessible.</p>	<p>Undertake market engagement to ensure the provision is inclusive and accessible, including ensuring those from underrepresented groups are encouraged and supported to participate. The Expressions of Interests and Application process will demonstrate how each supplier has considered the equalities impact, the relevant affected groups, based upon protected characteristics and any measures it proposes in response to these impacts. Appoint suppliers of services who have well qualified teaching staff to ensure learners with protective characteristics are just as likely to achieve outcomes as other learners.</p>
<p>Pregnancy & Maternity - women who are pregnant or who have recently had a baby, including breast feeding mothers</p>	<p>All adults 19+ are eligible to engage in Multiply provision. All people will benefit</p>	<p>Some individuals may find the provision less accessible.</p>	<p>Undertake market engagement to ensure the provision is inclusive and accessible, including ensuring those from underrepresented groups are</p>

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<p>Race - people defined by their race, colour, and nationality (including citizenship) ethnic or national origins</p>	<p>All adults 19+ are eligible to engage in Multiply provision. All people will benefit from engagement and participation.</p>	<p>Some individuals may find the provision less accessible.</p>	<p>Undertake market engagement to ensure the provision is inclusive and accessible, including ensuring those from underrepresented groups are encouraged and supported to participate. The Expressions of Interests and Application process will demonstrate how each supplier has considered the equalities impact, the relevant affected groups, based upon protected characteristics and any measures it proposes in response to these impacts. Appoint suppliers of services who have</p>

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<p>Religion or Belief - people with any religious or philosophical belief, including a lack of belief. A belief should affect a person's life choices or the way they live for it to be considered</p>	<p>All adults 19+ are eligible to engage in Multiply provision. All people will benefit from engagement and participation.</p>	<p>Some individuals may find the provision less accessible.</p>	<p>Undertake market engagement to ensure the provision is inclusive and accessible, including ensuring those from underrepresented groups are encouraged and supported to participate. The Expressions of Interests and Application process will demonstrate how each supplier has considered the equalities impact, the relevant affected groups, based upon protected characteristics and any measures it proposes in response to these impacts. Appoint suppliers of services who have well qualified teaching staff to ensure learners with protective characteristics are just as likely to achieve outcomes as other learners.</p>
<p>Sex - men or women</p>	<p>All adults 19+ are eligible to engage in Multiply provision. All people will benefit</p>	<p>Some individuals may find the provision less accessible.</p>	<p>Undertake market engagement to ensure the provision is inclusive and accessible, including ensuring those from underrepresented groups are</p>

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<p>Sexual orientation - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes</p>	<p>All adults 19+ are eligible to engage in Multiply provision. All people will benefit from engagement and participation.</p>	<p>Some individuals may find the provision less accessible.</p>	<p>Undertake market engagement to ensure the provision is inclusive and accessible, including ensuring those from underrepresented groups are encouraged and supported to participate. The Expressions of Interests and Application process will demonstrate how each supplier has considered the equalities impact, the relevant affected groups, based upon protected characteristics and any measures it proposes in response to these impacts. Appoint suppliers of services who have</p>

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➤ **Health and Care Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
Improved health & Wellbeing	Multiply provision supports people to engage in learning to develop their personal confidence and improve their wellbeing.	Increase in health related issues.	Healthy lifestyles are encouraged through course content.

➤ **Communities Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
<p>Multiply provision is delivered across the eight districts of Staffordshire.</p>	<p>Targeted provision delivered in areas of need across districts.</p> <p>Provision delivered online and within venues with digital equipment, ie, libraries</p> <p>Bitesize provision</p>	<p>Lack of Public transport</p>	<p>Positively promote applications for the identified districts.</p> <p>Continue regular dialogue with Strategic Delivery Managers to ensure timely identification of key issues and to ensure providers of services are well placed to meet the dynamics and demographics of districts.</p> <p>Use local knowledge of Elected members to understand need and promote Multiply provision.</p> <p>Ensure provision is delivered on public transport routes – with consideration to rural communities.</p>

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➤ **Economic Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
Developing skills and qualifications	<p>Residents will develop skills for everyday life and achieve qualifications that enable them to access better jobs.</p> <p>Provision raising aspirations for individuals and families.</p>	<p>A break in delivery at the end of the Multiply programme.</p> <p>Procurement not attracting suppliers of service across all districts.</p>	<p>Align provision with strategic priorities, specifically those for health, wellbeing, employment and skills plans.</p> <p>Providing clear pathways for progression to improve skills and aligned to each district priorities and needs.</p> <p>Provide accessible low-level learning leading to formal higher-level learning, with clear links to Functional Skills Qualifications.</p> <p>Information, Advice and Guidance to ensure learners are prepared for progression to further</p>

Key consideration	Benefits	Risks	Mitigations / Recommendations
			learning, employment and volunteering.

➤ **Climate Change Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
Contribute to the climate change agenda	<p>Sharing and raising awareness of Climate Change and the Councils Priorities: Carbon Reduction, Air Quality, Natural Environment, Waste and Behavioural Change with learners/residents.</p> <p>Sharing the UN Sustainable Development goals through Education for Sustainable Development (ESD) so</p>	None identified	<p>Online and hybrid delivery of programmes reducing travel. Deliver elements of Sustainability within maths provision (where appropriate).</p> <p>Timetable provision so learners can utilise public transport and/or Active travel, ie, walking and cycling – contributing to improved health and physical fitness.</p>

Key considerations	Benefits	Risks	Mitigations / Recommendations
	learners can make informed choices Links to green jobs		

➤ **Environment Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
Learning taking place across the county.	Giving learners the opportunity to participate in their natural environment and local communities	Transport to and from venues	Utilise providers with minibus facilities and/or public transport. Use green spaces and venues on public transport routes.