

# Community Impact Assessment

## Employment and Skills Strategy

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➤ **Equality Assessment**

| Protected Characteristics             | Benefits   | Risks | Mitigations / Recommendations  |
|---------------------------------------|--|-------|--|
| <p>Age - older and younger people</p> | <p>The impact of the COVID-19 pandemic and current energy and cost-of-living crisis has impacted some demographic groups more than others.</p> <p>Whilst the full impacts of the ongoing crisis remain unclear and will be for some time, evidence shows that the hospitality industry has been particularly adversely affected and this will have impacted some groups, such as young people, more than others.</p> <p>An evidence base is being updated on at least a monthly basis to monitor the state of the local economy.</p> <p>The new Employment and Skills Strategy will look to develop the skills and work readiness of</p> |       | <p>The strategy clearly sets out our priorities for residents and workers of all ages and how we can ensure that they remain an active and productive part of our local economy.</p> |

| Protected Characteristics  | Benefits  | Risks | Mitigations / Recommendations  |
|--|---|-------|--|
|  | <p>residents of all ages.<br/>There will be particular focus on ensuring young people have the skills and experience to enter the workplace and achieve their career ambitions in high value better paid jobs. There will also be focus on ensuring that older workers are fully valued and retained to the benefit of our local economy.</p> |       |  |
| <p><b>Disability</b> - 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>The strategy will look to improve current models of employment which do not always support people to fulfil their potential e.g., those with disabilities, low skills attainment, caring responsibilities, neurodiversity.</p>   |       | <p>There is a focus on young people with higher needs than other students and much good work has been done over recent years to ensure that those with learning difficulties and/or disabilities have the additional support they need to help them progress and achieve. We have helped to ensure that there is more sufficient education and training provision for young people and improved the suitability of provision for those with Special Educational Needs and Disabilities (SEND) such as through post 16 higher needs</p> |

| Protected Characteristics   | Benefits   | Risks | Mitigations / Recommendations  |
|---|--|-------|--|
|   |  |       | <p><b>placements and increasing supported internships.</b></p> <p><b>Staffordshire SEND partners are developing a countywide, multi-partner forum to increase employment opportunities for young people with learning difficulties or disabilities throughout Staffordshire.</b></p> |
| <p><b>Race</b> - people defined by their race, colour, and nationality (including citizenship) ethnic or national origins</p> | <p><b>The strategy will aim to create a place of learning for all. Embedding the culture of life-long learning into the local labour force to support upskilling &amp; retraining and progression to better jobs.</b></p> <p><b>There will be particular focus on occupations in highest demand e.g., nurses, social care workers, software developers and help people who are underrepresented, e.g. minority ethnic groups, in</b></p> |       | <p><b>We will positively include disadvantaged people and underrepresented groups, including minority ethnic groups, when planning and delivering skills provision.</b></p>  |

| Protected Characteristics | Benefits  | Risks | Mitigations / Recommendations   |
|---------------------------|---|-------|---|
|                           | <b>high-value professions to enter them.</b>  |       |   |
| <b>Sex - men or women</b> | <b>The strategy evidence base has identified that in a number of our priority sectors for the local economy there is a dominance of males in the workforce.</b> |       | <b>The strategy recognises the need to fully engage more women in our priority sectors and will proactively look to promote and engage women in becoming part of a more diverse workforce in those sectors which are expected to have more and better jobs in the future.</b> |

➤ **Health, Well-being and Social Care Assessment**

| Key considerations   | Benefits   | Risks  | Mitigations / Recommendations  |
|--|--|--|--|
| <b>Impact on resident's health and wellbeing (mental and physical) - the crisis and negative impacts on the economy may have adversely affected mental health due to concerns related to jobs and money.</b> | <b>The Strategy aims to support those either at risk of redundancy or unfortunately out of work to gain the skills and experience needed to re-enter the workforce as quickly as possible,</b> | <b>A key concern is that residents become long-term unemployed with associated scarring effects.</b> | <b>The Strategy sets out how we will minimise such effects by supporting people to return to work as soon as possible and be able to find good quality employment.</b> |

| Key considerations   | Benefits   | Risks   | Mitigations / Recommendations  |
|--|--|---|--|
|  | <p>thereby reducing the impacts on mental health.</p>  |   |  |
| <p><b>Impact on health inequalities</b></p>  | <p>The Strategy aims to further increase skill levels across Staffordshire, with a particular focus on evidence based priority areas where skill levels are lower than elsewhere and therefore helping to level up skills and opportunities across Staffordshire. This in turn can help to reduce health inequalities between areas.</p> | <p>There is a risk that by focusing on lower performing areas and groups that other parts of Staffordshire have reduced benefits from the Strategy.</p> | <p>The delivery of the Strategy will ensure that we support employment and skills development and improvement for all areas of Staffordshire, helping to improve health, wellbeing and quality of life for all residents across Staffordshire.</p> <p>Evidence is being updated on at least a monthly basis to monitor the impact of the crisis and subsequent recovery. This includes monitoring the impact on specific groups and locations to identify those residents most adversely affected by the crisis and allow us to respond accordingly.</p> |
| <p><b>Impacts healthy lifestyles, personal responsibility and independence</b></p> | <p>The delivery of projects that both support skills development and employment can help to enable people to make</p>  | <p>Without consideration of health, future investment in economic development and associated employment</p>   | <p>A key aspect of the Strategy is to increase the skill levels of residents so that they can access higher value better paid jobs. This raising of prosperity can enable residents to</p>   |

| Key considerations | Benefits   | Risks  | Mitigations / Recommendations   |
|--------------------|--|--|---|
|                    | positive healthy lifestyle choices and be less reliant on state support. | and skills projects could have a negative impact on people's health. | make better lifestyle choices including healthier diets and more active lifestyles. |

➤ **Communities Assessment**

| Key consideration  | Benefits   | Risks  | Mitigations / Recommendations  |
|--|--|--|--|
| Community development/capacity – educational attainment and training | Education and skills are vital parts of the Strategy with the aim being to improve outcomes for all our residents. | Not having a focus on education and skills has the potential for some residents not being able to benefit from future job opportunities and there being a mismatch between the skills of residents and those that businesses need. | <p>The Strategy sets out the priorities for future skills development within the county, with future projects and programmes aligning to these priorities.</p> <p>The Strategy has been informed by a comprehensive evidence base that is being updated on at least a monthly basis to monitor the impact of the crisis and subsequent recovery. This includes monitoring the impact on specific groups and locations to identify those residents most</p> |

| Key consideration                                | Benefits   | Risks   | Mitigations / Recommendations   |
|--|--|---|---|
|  |  |   | <b>adversely affected by the crisis and allow us to respond accordingly.</b>                                    |
| <b>Safer communities</b>                         | <b>Residents being in employment and the positive effect economic growth can have on deprivation can have a positive impact on crime / community safety.</b> | <b>Some areas and residents being left behind and not able to benefit from economic growth could lead to increased crimes issues.</b>   | <b>Inclusive growth and levelling up is a key strand throughout the Strategy.</b>                               |
| <b>Greater leisure and culture participation</b> | <b>More residents in better paid jobs can raise prosperity and therefore greater disposable income for increased leisure and culture participation.</b>      | <b>By not increasing higher paid jobs in Staffordshire and the skills of residents that these jobs require could mean less disposable income for leisure and culture participation.</b> | <b>The Strategy will look to increase higher value jobs with better pay for residents across Staffordshire.</b> |

➤ **Economic Assessment**



| Key consideration  | Benefits  | Risks   | Mitigations / Recommendations   |
|--|---|---|---|
| <b>Skills development, inward investment and economic growth</b> | <p>The Strategy aims to improve the skills of local residents to enable them to access the better jobs being created and in turn a more skilled workforce can attract inward investment to the area and generate greater economic growth.</p> | <p>Not delivering the Strategy has the potential to adversely affect our resident's prosperity and economic wellbeing, including for specific groups.</p> | <p>Whilst setting our overall priorities, the Strategy allows us to remain agile and respond accordingly to changing conditions to ensure we are continuing to have a positive impact on the development of local skills to enable more residents to access better jobs and grow the local economy.</p> |
| <b>Entrepreneurship and business growth</b>                      | <p>The Strategy has a specific priority to support the development of enterprise and entrepreneurship skills to increase business start-ups and growth.</p>   | <p>Not delivering the Strategy could limit the ability of residents to start-up and grow businesses.</p>  | <p>The Strategy will build on existing entrepreneurship and business support programmes to ensure that more residents are able to start-up and grow businesses which in turn can generate increased jobs across Staffordshire.</p>  |
| <b>Poverty and income</b>  | <p>The Strategy is focused on higher level skills to enable access to better paid jobs which can help reduce poverty in deprived areas and</p>  | <p>Not delivering the Strategy has the potential to adversely affect our resident's prosperity and economic</p>   | <p>Whilst setting our overall priorities, the Strategy allows us to remain agile and respond accordingly to changing conditions to ensure we are continuing to have a positive impact on the development of local skills to enable</p>  |

| Key consideration | Benefits   | Risks   | Mitigations / Recommendations   |
|-------------------|--|---|---|
|                   | <p><b>increase incomes of all residents.</b></p> | <p><b>wellbeing, including for specific groups.</b></p> | <p><b>more residents to access better jobs and grow the local economy.</b></p> <p><b>Evidence is being updated on at least a monthly basis to monitor the impact of the crisis and subsequent recovery. This includes monitoring the impact on specific groups and locations to identify those residents most adversely affected by the crisis and allow us to respond accordingly.</b></p> |

➤ **Climate Change Assessment**

| Key considerations                     | Benefits   | Risks   | Mitigations / Recommendations   |
|--|--|---|---|
| <p><b>Green skills development</b></p> | <p><b>A fundamental cross-cutting theme throughout the Strategy is the development of green skills to support the achievement of net zero by 2050.</b></p> | <p><b>Not delivering the Strategy has the potential to hinder the development of green skills across Staffordshire and therefore limit our ability to address</b></p> | <p><b>The Strategy recognises the importance of green skills to the economy and environment and will look to embed their development into a wide range of delivery programmes and projects.</b></p> |

| Key considerations | Benefits | Risks   | Mitigations / Recommendations |
|--------------------|----------|---|-------------------------------|
|                    |          | <b>climate change and achieve net zero by 2050.</b> |                               |