

The logo for The Lancashire Partnership features a horizontal bar with a purple-to-pink gradient and a diagonal shadow effect. The text "The Lancashire Partnership" is centered over the bar, with "The Lancashire" in a dark purple font and "Partnership" in a white font.

**The Lancashire
Partnership**

Narrowing the Gaps

**The Impact Assessment Toolkit for the Lancashire Local
Area Agreement**

Part 1: Initial screening – to be carried out by Theme or Indicator Lead

- **Indicator(s): NI 153: Working age people claiming out of work benefits in the worst performing neighbourhoods**

1. Context

1a) Lead Officer for the indicator and their contact details	Barrie Moreton Lancashire County Developments Ltd PO Box 78 Preston PR1 8XJ barrie.moreton@lancashire.gov.uk 01772 335560
1 b) What are the aims/objectives of the indicator?	To reduce the number of working age people claiming out of work benefits in the 83 Lower Super Output areas within Lancashire by 2%, (rising to 2.5% in areas which receive Working Neighbourhoods Funding). This is allied to an increase in economic activity, with the aim of impacting on cross cutting LAA themes / indicators, for example health and well being, crime and safety.
1 c) Who are the main people or groups of people who will benefit from this indicator?	People who currently claim out of work benefits within Lower Super Output areas Employers Local businesses through increased spend with an economic uplift as Gross Value Added performance trends show leakage and a regions reputation enhances. Also linked is the sense of well being.
Date	03/12/09

2. Information

<p>2 a) Data, surveys, research, other information What information has been used to support work on this indicator? (e.g. demographic data from Lancashire Profile to demonstrate knowledge of the makeup of communities being served, Place Survey information, information gathered from other research/surveys/etc)</p>	<p>The Lancashire profile, DWP statistics, the Office for National Statistics, Business link data and figures from the Regional Intelligence Unit.</p>
<p>2 b) Community groups How have different groups of people helped to inform the work on this indicator? (e.g. have focus groups been used? which community groups representing particular people have fed into the work? etc. A Directory of some of the equality groups in Lancashire can be found at Appendix D on page 22 of this toolkit).</p>	<p>Neighbourhood management groups have input into thematic steering groups. Task and Finish groups may be created to support any actions. There is a need to check the representative make up of these groups, to ensure diversity at all levels however.</p>
<p>2 c) Outcomes/Differences What outcomes/differences have been made to the work programme for the indicator as a result of gathering information from the above sources?</p>	<p>.As Above</p>

3. Narrowing the gaps

Question	Answer (please limit answers to 150 words)
3 a) What opportunity is there to narrow the gaps in terms of outcomes for particular groups of people within this indicator? (See Appendix A for a list of groups). If so which groups?	The potential rolling out of the targeted Governmental Welfare to Work programme 'Flexible New Deal', that supports particular groups including young, 50+, disabled and lone parents. The new 'Future Jobs Fund' programme targeting 18 to 24 year olds who have been claiming out of work benefits for 36 weeks will also aid this
3 b) Are there any potential negative impacts on particular groups of people or individuals in terms of the work on this indicator? (See Appendix A for a list of groups) If so, what and which groups? And how will this be remedied/reduced?	As the focus concentrates on reducing worklessness, those with barriers including low skills, childcare / care responsibilities, health issues and / or criminal convictions may become marginalised. An adaptive system also responds rather than being proactive. There is a need to consider particular issues faced by groups and individuals who fall into this group.

4. Community Cohesion

Question	Answer (please limit answers to 150 words)
4 a) Are there opportunities to promote good community relations within this indicator? If so, what? (e.g. breaking down barriers and building bridges between communities, promoting a positive sense of 'place' ,communities feel that they will benefit from regeneration and change in the area, cleaner, greener, safer campaigns and empowering communities in decision making)	Ensuring local workforce is representative of the area, through using tools such as Local Employer Partnerships, an Employment Charter, Skills Pledges will support. By facilitating neighbourhood management groups and investing in businesses adjacent to Lower Super Output wards, the aim is to encourage residents from these wards to access available employment opportunities.

<p>4 b) Will work on this indicator have an adverse effect on any section of the community? If so what? And how will this be remedied? (e.g. single group support, activity that creates community tension, rural/urban issues, intergenerational)</p>	<p>As resources flow towards areas of deprivation including Lower Super Output areas, other wards may see / feel less of an impact / visible presence. This may be negated through an increased and visible presence in particular areas. Clear communications with explanations of projects and the rationale behind them are vitally important. Wider political issues may also dictate resources and projects.</p>
<p>4 c) Is there a need to provide communications to any particular group(s) within the community? If so what? (e.g. rebut myths and misinformation and tackle the sources of these, be active communicators and maintain good relationships with community leaders, promoting messages in schools and with young people and partnership working)</p>	<p>Highlight positives of working, both financial & social. Improved health / self esteem / mental well being. Raise profile of support mechanisms including Tax credits / Return to work credits etc. Ensure better communication between referral agencies.</p>

Issues identified through the impact assessment:

- A need for better co-ordination between lead agencies including councils, Learning & Skills Council and Jobcentre Plus
- A need for better standards, including communication and enhanced partnership working between lead agencies including councils, Learning & Skills Council and Jobcentre Plus
- Allocation of resources are based on need

Priorities: (Maximum of 5)

(There are many ways to prioritise. A good rule of thumb is to recognise that approximately 20% of activities will produce 80% of the value of your work programme so concentrate on the 20%. Separate urgent from important and focus on the most important issues. Determine the future impact of actions and concentrate on those that will have the biggest positive impact in the timescale).

- Consider and check the diversity mix of consulted groups and plug any gaps where appropriate
- Ensure the Governmental Welfare to Work programme, 'Flexible New Deal' is promoted to the key target groups
- Develop communication plans / take steps to ensure any potential tension between rural and urban communities are tackled.

Part 2: Development of actions to address priorities – to be carried out by LAA Thematic Partnerships

Indicator(s):

Priority	Action required	Expected outcomes	Responsible officer & timeframe	Organisations involved	Review time*	Comments at review and prospects for future improvements**

The collation of the above action plan for each of the LAA Indicators will form the Lancashire LAA Equality and Diversity Action Plan to be used as evidence as to how we are meeting our obligations in terms of equality legislation and to demonstrate how we are narrowing the gaps in terms of the quality of life for different groups of people across the LAA for the CAA process.

*Review time should coincide with performance management timescales.

**Comments should include those from the LAA Equality Reference Group.

APPENDIX A: Groups of people that LAA indicators may impact upon.

Groups of people	
1	Children and/or young people
2	Older people
3	People with caring responsibilities
4	People with a hearing impairment
5	People with a learning disability
6	People with mental health issues
7	People with a physical disability
8	People with a visual impairment
9	People with other health issues (HIV positive; multiple sclerosis; cancer; diabetes; epilepsy)
10	People of different faiths; religions or beliefs
11	Men
12	Women
13	People from Black and Minority Ethnic communities
14	Gypsies Roma and Travellers
15	People from other minority race communities (e.g. European migrants etc)
16	Asylum seekers and refugees
17	Socially excluded people and communities
18	Lesbian, Gay and Bi-sexual people (LGB)
19	Trans communities (Transgender; Trans-sexual; Transvestite; and People having gone or going through Gender reassignment)
20	People living in rural communities
21	Any other group identified as vulnerable or marginalised (e.g. Children Looked After; Care Leavers; Offenders etc)