

## Equalities Comprehensive Impact Assessment

Reference: ECIA428439416

Submitted: 09 June 2022 14:21 PM

### Executive summary

**Title of policy / decision:** Submission of investment plan for 'Multiply' adult numeracy programme

**Policy / decision type:** Cabinet Member Action (CMA)

**Overview of policy / decision:** Agreement to submit an investment plan for Essex for Multiply.

**What outcome(s) are you hoping to achieve?:** Raising participation in Maths learning for adults; raising qualification levels, notably in Maths. It will help ECC to support our Everyone's Essex priorities.

**Executive Director responsible for policy / decision:** Gavin Jones (Chief Executive)

**Cabinet Member responsible for policy / decision:** Tony Ball (Education Excellence, Skills and Training)

**Is this a new policy / decision or a change to an existing one?:** New policy / decision

**How will the impact of the policy / decision be monitored and evaluated?:** The investment plan and progress will be reviewed by Department for Education and ECC over the summer, in advance of any funding award.

**Will this policy / decision impact on:**

**Service users:** Yes

**Employees:** Yes

**Wider community or groups of people:** Yes

**What strategic priorities will this policy / decision support?:** Strong, Inclusive and Sustainable Economy, High Quality Environment, Health, Independence and Wellbeing for All Ages, A good place for Children and Families to Grow

**Which strategic priorities does this support? - Economy?:** Good jobs, Levelling up the economy

**Which strategic priorities does this support? - Environment:** Net zero

**Which strategic priorities does this support? - Health:** Promoting independence

**Which strategic priorities does this support? - Families:** Education outcomes, Family resilience and stability, Outcomes for vulnerable children, Levelling up outcomes for families

**What geographical areas of Essex will the policy / decision affect?:** All Essex

### Digital accessibility

**Is the new or revised policy linked to a digital service (website, system or application)?:** No

# **Equalities - Groups with protected characteristics**

## **Age**

**Nature of impact:** Positive

**Extent of impact:** Medium

## **Disability - learning disability**

**Nature of impact:** None

## **Disability - mental health issues**

**Nature of impact:** None

## **Disability - physical impairment**

**Nature of impact:** None

## **Disability - sensory impairment**

**Nature of impact:** None

## **Sex**

**Nature of impact:** None

## **Gender reassignment**

**Nature of impact:** None

## **Marriage / civil partnership**

**Nature of impact:** None

## **Pregnancy / maternity**

**Nature of impact:** None

## **Race**

**Nature of impact:** None

## **Religion / belief**

**Nature of impact:** None

## **Sexual orientation**

**Nature of impact:** None

**Rationale for assessment, including data used to assess the impact:** Multiply whilst having a narrow academic focus on Maths offers a broad menu of potential interventions that enables the scheme to target all adults and particularly those from disadvantage cohorts or living in disadvantaged communities. We have engaged with skills providers, districts, employers, anchor institutions and community organisations to identify needs and promote inclusion.

**What actions have already been taken to mitigate any negative impacts:** We have engaged with skills providers, districts, employers, anchor institutions and community organisations to identify needs and promote inclusion. In particular, we have identified gaps that cannot be addressed by current provision, thereby delivering additionality to the current adult skills offer.

## **Levelling up - Priority areas & cohorts**

### **Children and adults with SEND, learning disabilities or mental health conditions (taking an all-age approach)**

**Nature of impact:** None

#### **Children on Free School Meals**

**Nature of impact:** Positive

**Extent of impact:** Medium

#### **Working families**

**Nature of impact:** Positive

**Extent of impact:** Medium

### **Young adults (16-25 who have not been in education, training or employment for around 6-12 months)**

**Nature of impact:** Positive

**Extent of impact:** Medium

#### **Harlow**

**Nature of impact:** None

#### **Jaywick and Clacton**

**Nature of impact:** None

#### **Harwich**

**Nature of impact:** None

#### **Basildon (Town) housing estates**

**Nature of impact:** None

#### **Canvey Island**

**Nature of impact:** None

#### **Colchester (Town) - Housing Estates**

**Nature of impact:** None

#### **Rural North of the Braintree District**

**Nature of impact:** None

**Rationale for assessment, including data used to assess the impact:** There are no negative impacts in localities at the investment plan stage. We would expect that as the plan develops into full delivery that this universal offer for adults will have a medium impact on identified localities. We have engaged with skills providers, districts, employers, anchor institutions and community organisations to identify needs and promote inclusion.

**What actions have already been taken to mitigate any negative impacts:** We have engaged with skills providers, districts, employers, anchor institutions and community organisations to identify needs and promote inclusion. In particular, we have identified gaps that cannot be addressed by current provision, thereby delivering additionality to the current adult skills offer.

## **Equalities - Inclusion health groups and other priority groups**

### **Refugees / asylum seekers**

**Nature of impact:** None

### **Homeless / rough sleepers**

**Nature of impact:** None

### **Offenders / ex-offenders**

**Nature of impact:** None

### **Carers**

**Nature of impact:** None

### **Looked after children**

**Nature of impact:** None

### **Veterans**

**Nature of impact:** None

### **People who are unemployed / economically inactive**

**Nature of impact:** Positive

**Extent of impact:** Medium

### **People on low income**

**Nature of impact:** Positive

**Extent of impact:** Medium

### **Working families**

**Nature of impact:** Positive

**Extent of impact:** Medium

**Rationale for assessment, including data used to assess the impact:** There are no negative impacts on

these cohorts at the investment plan stage. We would expect that as the plan develops into full delivery that this universal offer for adults will have a medium impact on all cohorts. We have engaged with skills providers, districts, employers, anchor institutions and community organisations to identify needs and promote inclusion.

**What actions have already been taken to mitigate any negative impacts:** We have engaged with skills providers, districts, employers, anchor institutions and community organisations to identify needs and promote inclusion. In particular, we have identified gaps that cannot be addressed by current provision, thereby delivering additionality to the current adult skills offer.

## **Equalities - Geographical Groups**

### **People living in areas of high deprivation**

**Nature of impact:** Positive

**Extent of impact:** Medium

### **People living in rural or isolated areas**

**Nature of impact:** Positive

**Extent of impact:** Medium

### **People living in coastal areas**

**Nature of impact:** Positive

**Extent of impact:** Medium

### **People living in urban or over-populated areas**

**Nature of impact:** Positive

**Extent of impact:** Medium

**Rationale for assessment, including data used to assess the impact:** There are no negative impacts on these geographical groups at the investment plan stage. We would expect that as the plan develops into full delivery that this universal offer for adults will have a medium impact on people in identified areas. We have engaged with skills providers, districts, employers, anchor institutions and community organisations to identify needs and promote inclusion.

**What actions have already been taken to mitigate any negative impacts:** We have engaged with skills providers, districts, employers, anchor institutions and community organisations to identify needs and promote inclusion. In particular, we have identified gaps that cannot be addressed by current provision, thereby delivering additionality to the current adult skills offer.

## **Families**

### **Family formation (e.g. to become or live as a couple, the ability to live with or apart from children)**

**Nature of impact:** None

**Families going through key transitions e.g. becoming parents, getting married, fostering or adopting, bereavement, redundancy, new caring responsibilities, onset of a long-term health condition**

**Nature of impact:** None

**Family members' ability to play a full role in family life, including with respect to parenting and other caring responsibilities**

**Nature of impact:** None

**Families before, during and after couple separation**

**Nature of impact:** None

**Families most at risk of deterioration of relationship quality and breakdown**

**Nature of impact:** None

**Rationale for assessment, including data used to assess the impact:** There are no negative impacts on these groups at the investment plan stage. This universal offer for adults could have a medium impact on identified families. We have engaged with skills providers, districts, employers, anchor institutions and community organisations to identify needs and promote inclusion.

**What actions have already been taken to mitigate any negative impacts:** We have engaged with skills providers, districts, employers, anchor institutions and community organisations to identify needs and promote inclusion. In particular, we have identified gaps that cannot be addressed by current provision, thereby delivering additionality to the current adult skills offer.

## Climate

**Does your decision / policy involve elements connected to the built environment / energy?:** No

**Does your decision / policy involve designing service provision and procurement to minimise freight and staff travel and enable use of active and public transport options?:** No

**Does your decision / policy involve elements connected to waste?:** No

## Action plan to address and monitor adverse impacts

**Does your ECIA indicate that the policy or decision would have a medium or high adverse impact on one or more of the groups / areas identified?:** No

## Details of person completing the form

**I confirm that this has been completed based on the best information available and in following ECC guidance:** I confirm that this has been completed based on the best information available and in following ECC guidance

**Date ECIA completed:** 09/06/2022

**Name of person completing the ECIA:** Craig Elliott

**Email address of person completing the ECIA:** Craig.Elliott@essex.gov.uk

**Your function:** Economy, Investment and Public Health

**Your service area:** Sustainable Growth

**Your team:** Skills

**Are you submitting this ECIA on behalf of another function, service area or team?:** No

**Email address of Head of Service:** [mark.doran@essex.gov.uk](mailto:mark.doran@essex.gov.uk)