

Enterprise Clubs

Equality Impact Assessment

Version 2.1 (November 2011)

Equality Impact Assessment for Enterprise Clubs

Introduction

1. The Department for Work and Pensions has conducted the following equality impact assessment for Enterprise Clubs, assessing the proposal in line with the current public sector equality duties.
2. The equality impact assessment will ensure that:
 - The Department's strategies, policies and services are free from discrimination;
 - The Department complies with current equality legislation;
 - Due regard is given to equality in decision making and subsequent processes; and
 - Opportunities for promoting equality are identified.
3. The equality impact assessment considers the impact of Enterprise Clubs in terms of age, disability, gender, gender reassignment, race, religion or belief and pregnancy and maternity.

Policy description

4. In *Coalition: our programme for Government* the government set out plans for a number of major welfare-to-work reforms, designed to further its key aims of fighting poverty, supporting the most vulnerable and helping them break the cycle of benefit dependency.
5. These include the Work Programme, which will deliver intensive personalised support to claimants at risk of detachment from the labour market, and modernisation of the way Jobcentre Plus delivers its services, by giving advisers the flexibility to tailor their support to claimants' individual needs rather than being bound by process.
6. Enterprise Clubs form part of a wider menu of additional support options known as the Get Britain Working measures that can be used by Jobcentre Plus to help benefit claimants into work, prior to referral to the Work Programme.
7. Enterprise Clubs was announced on 31 January 2011 and is a Great Britain wide initiative. The aim of the initiative is to support the development of a

network of community based Enterprise Clubs which grow organically, dependant on local circumstances. Enterprise Clubs will provide unemployed people with a place to meet and exchange skills, make contacts, share experiences, receive support and encourage each other to work through their business ideas.

8. Jobcentre Plus is encouraging partnership working amongst a wide range of local and national organisations to help design and support the development of Enterprise Clubs that make the best use of local resources in offering support to unemployed people.
9. Enterprise Clubs could be set up anywhere in the country and Jobcentre Plus will provide support to those interested in setting up Enterprise Clubs through:
 - An internet based Enterprise Clubs resource providing advice and guidance to all those interested in establishing or supporting a Enterprise Club;
 - Jobcentre Plus Advisers signposting claimants interested in self-employment or starting a business to appropriate local Enterprise Club opportunities where available;
 - Providing access to small amounts of funding to help cover Enterprise Club start-up costs;
 - Jobcentre Plus External Relations Teams working with a range of new and existing local partners to promote and encourage their involvement in the delivery of Enterprise Clubs; and
 - Jobcentre Plus Employer Engagement Division engaging with an established network of national employers to promote their involvement in the delivery of Enterprise Clubs.
10. Although basic advice and guidance is available via the DWP website, there is no fixed delivery model for Enterprise Clubs and we are actively encouraging innovation through partnership working to ensure that Enterprise Clubs deliver support that effectively meets the needs of local unemployed people.
11. Enterprise Clubs are designed and delivered locally by a wide range of organisations, including local authorities, voluntary sector organisations, local business organisations and community groups. Enterprise Clubs grow organically and can be run and supported by a range of organisations working in partnership, making the best use of local expertise and resources dependant on local circumstances.
12. In addition, particular efforts will be made by Jobcentre Plus Employer Engagement teams to encourage employers and entrepreneurs to help support local Enterprise Clubs to share their knowledge and expertise which could prove invaluable to jobseekers looking to becoming self-employed or set up their own business.

13. Enterprise Clubs are available for claimants from day 1 of their claim. They are available to all benefit claimants interested in becoming self-employed or starting a business.
14. Enterprise Clubs will be encouraged to market themselves to potential participants in the community. District Managers will use their discretion in deciding whether or not to support this activity.
15. All claimants are able to access Enterprise Clubs on a voluntary basis but must continue to meet with the relevant conditionality requirements to receive their benefits from Jobcentre Plus. There is no intention to set targets or gather official statistics for Enterprise Club creation or claimant referral and attendance.
16. The support offered will vary dependent on the Enterprise Club and those involved in delivery will be responsible for ensuring that the support effectively meets the requirements of unemployed people in the community. Where evidence is available to suggest that a particular group requires additional support, an Enterprise Club may be set up to focus on supporting claimants in this group specifically.

Consultation and Involvement

17. There was some consultation with external stakeholders while the initial work of commissioning and defining the measures was being completed. At a national level this involved internal stakeholders (Department for Work and Pensions and Jobcentre Plus), colleagues from the Department for Business, Innovation and Skills, and external stakeholders. An external stakeholder event on self-employment was held at Doncaster racecourse on 3 March. Invitees included representatives of the British Chambers of Commerce, the Federation of Small Businesses (FSB), the Social Enterprise Coalition, the Prince's Trust and the Prince's Initiative for Mature Enterprise (PRIME).
18. Local engagement began in January 2011, initially involving stakeholders interested in setting up Enterprise Clubs in Merseyside and Coventry and Warwickshire, where trailblazer clubs were set up. Local engagement represents a key consultative interface as it is these organisations and groups who ultimately determine how their Enterprise Club operates, within the boundaries of legislation.
 - **Department for Work and Pension (DWP)** – staff involved in developing the policy for the service, and ensuring it is delivered on time and in line with Ministers' preferences.
 - **Jobcentre Plus** – staff involved in design, implementation and delivery. Operational staff and LEAN teams have also been involved in the design of processes

- **External Stakeholders** – potential Enterprise Club organisers have been engaged by JCP External Relations/Employer Engagement teams with a view to encouraging them to get involved with the delivery of Enterprise Clubs. Stakeholders include voluntary sector organisations, business organisations, local authorities and community groups amongst others.

Impact of Enterprise Clubs

19. Enterprise Clubs will be available to all benefit claimants who are interested in becoming self-employed or starting a business. Due to the universal eligibility, there is no risk that the eligibility rules will have a differential impact on particular groups within the population of benefit claimants. Where available, the administrative data has been used to assess the breakdown of the eligible group by equality strand.
20. Enterprise Clubs provide a supportive environment for meet and exchange skills, make contacts, share experiences, receive support and encourage each other to work through their business ideas.
21. There is no reason to believe that different group(s) of people will be negatively or unduly affected by Enterprise Clubs. They will be open to all benefit claimants dependent on local opportunities available. If it is seen that there is a disproportionately low number of Enterprise Club places available for particular groups in need of additional support steps will be taken by Jobcentre Plus to encourage potential organisers to address this.
22. Proposals for Enterprise Clubs that cater for particular disadvantaged groups will be sought and welcomed in order to help them overcome obstacles they encounter in setting up a business.
23. It is too early to see if there is any evidence that any part of the Enterprise Clubs measure will discriminate unlawfully against people either directly or indirectly. Where there are any issues arising from the support a claimant receives at a local Enterprise Club, these can be discussed with Jobcentre Plus Personal Advisers. Where serious complaints are made advisers should work with External Relations Managers to address the matter with the Enterprise Club organisers.
24. While it will not be possible for every Enterprise Club to cater for the needs of every disadvantaged group it is intended that support for all claimants will be made available as the network of Enterprise Clubs develops.
25. Enterprise Clubs will be designed and delivered locally by a range of organisations with some support from Jobcentre Plus. This will include signposting to the available DWP guidance “Could you run an Enterprise Club” and associated legal guidance, which highlight matters organisations should

consider in developing their Enterprise Club, for example, the advisability of seeking independent advice.

26. The Department for Work and Pensions has produced some practical advice and guidance to aid those interested in establishing Enterprise Clubs in the design process. This advice highlights relevant statutory provisions they should be aware of when designing their proposed model for delivery. This is for information purposes only and offers practical advice and guidance to those organisations interested in establishing or supporting an Enterprise Club. This will not replace the need for the organisations involved in Enterprise Clubs to seek separate advice, including legal advice.
27. There is evidence that different groups have different needs which may need to be taken into account by Enterprise Clubs. Such considerations may need to be addressed where financial support is offered subject to budget limits. Where clear evidence exists showing particular groups of claimants need extra support then these groups can be specifically targeted by those interested in setting up an Enterprise Club.
28. It is possible that some disadvantaged groups might have a negative view of Jobcentre Plus which may lead to them avoiding services directly provided by us. If this is the case the independence of Enterprise Clubs could serve to draw more of these claimants to this provision.
29. The DWP guidance “Could you run an Enterprise Club” and associated legal guidance make it clear that Enterprise Clubs are private organisations and are responsible for all matters relating to their establishment and running, including any issues or complaints about the Enterprise Club. However, where a claimant is not satisfied with support offered by an Enterprise Club they are free to raise the issue with Jobcentre Plus. Although Enterprise Clubs are not run by Jobcentre Plus, where it appears the support offered by a particular Enterprise Club is consistently failing to meet expectations then Jobcentre Plus is able to review its relationship with the club and where necessary, stop signposting claimants to the opportunity.
30. Where an Enterprise Club is awarded financial support which is not then used in a manner consistent with the agreed parameters of the funding award, a recovery process is in place and Jobcentre Plus will review the relationship with the Enterprise Club.

Disability

31. Data is not available on the disability status of all benefit claimants who will be affected by Enterprise Clubs. All ESA and incapacity benefits claimants are assumed to be disabled Table 1 shows the proportions of JSA and lone parent claimants that are disabled.

Table 1: benefit claimants by disability status

	JSA ¹	Lone Parent ²
Disabled	20%	13%
Non-disabled	80%	87%

32. Claimants will be signposted to Enterprise Clubs irrespective of disability. The DWP guidance “Could you run an Enterprise Club” and associated legal guidance make it clear that an Enterprise Club will be responsible for ensuring it complies with all legal requirements, including the Disability Discrimination Act.

Gender

33. Table 2 shows the breakdown of working age benefit claimants by statistical group and gender. Seventy per cent of the JSA claimants group are men. While Enterprise Clubs are likely to be most suitable to jobseekers, any potential impact will be limited because all claimants may access Enterprise Club provision.

Table 2: Benefit claimants by claimant group and gender³

	Statistical Group		
	JSA	ESA and incapacity benefits	Lone Parent
Female	30%	43%	97%
Male	70%	57%	3%

34. There is no fixed delivery model for Enterprise Clubs, which we hope will help encourage innovation in delivery to ensure that the support offered effectively addresses local needs.
35. We envisage the majority of Enterprise Clubs will offer support to all benefit claimants, however where there is evidence that a particular group of claimants would benefit from extra support then these groups may be specifically targeted by those interested in setting up an Enterprise Club.
36. It is unlikely that Enterprise Clubs will restrict their support for unemployed people on the basis of gender. Were this to be the case then Jobcentre Plus District Managers would use their discretion in deciding whether or not to continue signposting to the particular opportunity.

¹ Source: DWP Information Directorate: National Benefits Database, October 2010

² Source: DWP Information Directorate: Work and Pensions Longitudinal Study, November 2010

³ Source: DWP Information Directorate: Work and Pensions Longitudinal Study, November 2010.

Ethnicity

37. Data is not available on the ethnicity of all benefit claimants who will be affected by Enterprise Clubs. Table 3 shows that 13% of the proportion of those on JSA and IS lone parents are from an ethnic minority.

Table 3: benefit claimants by ethnicity⁴

	JSA	Lone Parent
White	78.0%	75%
Mixed	1.8%	2%
Asian or Asian British	5.5%	4%
Black or Black British	6.4%	8%
Chinese or Other Ethnic Group	2.0%	2%
Prefer Not to Say	4.9%	-
Unknown	1.4%	9%

38. The data also shows that 7 percent of ESA claimants are from an ethnic minority, compared with the 93% who have a white background.⁵
39. There is no fixed delivery model for Enterprise Clubs, which we hope will help encourage innovation in delivery to ensure that the support offered effectively addresses local needs.
40. We envisage the majority of Enterprise Clubs will offer support to all benefit claimants, however where there is evidence that a particular group of claimants would benefit from extra support then these groups may be specifically targeted by those interested in setting up an Enterprise Club.

Age

41. Table 4 shows the breakdown of each working age benefit claimant statistical group by age.

Table 4: Benefit claimants by statistical group and age⁶

	Statistical Group		
	JSA	ESA and incapacity benefits	Lone Parent
Under 18	0.3%	0.2%	0.8%
18-24	27.8%	6.0%	26.5%

⁴ Source: DWP Information Directorate: Work and Pensions Longitudinal Study, November 2010

⁵ Source: Family Resources Survey 2006/07, 2007/08, 2008/09

⁶ Source: DWP Information Directorate: Work and Pensions Longitudinal Study, November 2010.

25-34	24.5%	12.8%	42.0%
35-44	21.4%	21.7%	24.8%
45-49	10.3%	14.6%	4.3%
50-54	8.1%	15.6%	1.2%
55-59	6.3%	17.6%	0.4%
60-64	1.2%	11.5%	0.0%
Total	100.0%	100.0%	100.0%

42. Access to Enterprise Clubs is unlikely to differ by age; Jobcentre Plus will work with local organisations to ensure Enterprise Club opportunities are available for all age groups. There is no fixed delivery model for Enterprise Clubs, which we will help encourage innovation in delivery to ensure that the support offered effectively addresses local needs.
43. We envisage the majority of Enterprise Clubs will offer support to all benefit claimants, however where there is evidence that a particular group of claimants would benefit from extra support then these groups may be specifically targeted by those interested in setting up an Enterprise Club.
44. Certain Enterprise Clubs might choose to target young people or older claimants, for example. However, due to the fact that access to the programme is universal, this is unlikely to constitute an equality impact.

Sexual Orientation

45. There is no data on the sexual orientation of claimants who will be impacted by Enterprise Clubs. It is, however, not anticipated that the claimants' sexual orientation will affect their eligibility or take-up. Claimants will be treated fairly and equally regardless of their sexual orientation.

Gender Reassignment

46. There is no data on the sexual reassignment of claimants who will be impacted by Enterprise Clubs. Claimants will be treated fairly and equally regardless of their gender.

Religion and Belief

47. There is no data on the religion or belief of claimants who will be impacted by Enterprise Clubs; it is, however, not anticipated that the religion or belief of claimants will affect their take-up. They will not be asked to undertake any activity which goes against their beliefs, and allowances will be made to reflect religious holidays and practices.

Pregnancy and Maternity

48. No data is available to assess if Enterprise Clubs will have an impact relating to pregnancy and maternity; it is not anticipated that pregnancy and maternity will affect claimants' eligibility for an Enterprise Club.

Monitoring and Evaluation

49. Although Enterprise Clubs are not delivered through Jobcentre Plus and will be non-contracted provision, claimants will be able to raise issues arising out of the support they are receiving at a local Enterprise Club with their Jobcentre Plus Personal Adviser. Where serious complaints are made advisers should work with External Relations Managers to address the matter with the Enterprise Club organisers.
50. Jobcentre Plus External Relations teams lead on engagement with Enterprise Clubs locally and play a key role in establishing relationships between Jobcentre Plus offices and individual Enterprise Clubs. If it becomes apparent that there are any issues raised by claimants about any particular Enterprise Club then the External Relations teams will be able to raise these issues with those responsible for delivery and if necessary stop Jobcentre Plus advisers signposting claimants to a particular Enterprise Club.
51. The project does not involve increased handling of personal data about individuals or changes in the handling of personal data about large numbers of individuals and is likely to see a reduction in the amount of data supplied to Jobcentre Plus. It is intended that there will be no transmission or sharing of personal information by Jobcentre Plus with Enterprise Clubs or reporting back to Jobcentre Plus by Enterprise Club organisers of claimant details.

Next steps

52. This EIA will be reviewed and updated as the design process progresses.

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