

SUBJECT: Connect To Work Supported Employment Programme MEETING: Cabinet DATE: 17/10/2025 DIVISION/WARDS AFFECTED: ALL

PURPOSE:

- 1.1 To inform Cabinet of the Connect to Work programme and proposed Lead Local Authority – Cardiff City Council to act as the accountable body to manage and administer the grant from the Department of Work and Pensions (DWP).

2 RECOMMENDATIONS:

That Cabinet:

- 2.1 Agrees that Cardiff City Council (CCC) acts as the Lead Local Authority for the Connect to Work programme for the ten Local Authorities across the Southeast Wales region.
- 2.2 Agrees that the preferred option for delivery is in house by the Economy, Employment & Skills team as detailed in this report.

3 KEY ISSUES:

- 3.1 One of the UK Government's five missions is to kickstart economic growth with good jobs and improved productivity in every part of the country. The ambition is for a more inclusive economy which enables people to get into work and to get on at work, ensuring employment opportunity for all. The Government aims to take a more collaborative, locally led approach to tackling 'Hidden Unemployment', to support local people to realise their potential through local and national growth. The new Get Britain Working Strategy will bring fundamental reform that transforms our relationship with local areas and ensures we have a strong foundation with which to work in partnership to support people into good, sustainable work. The Connect to Work programme being one of the first major elements of the Get Britain Working Strategy.
- 3.2 In order for the delivery of the Connect to Work Programme to commence in Southeast Wales, the approval of a Local Authority to act as the Lead Accountable Body to administer the programme in accordance with Department of Work & Pensions governance requirements.
- 3.3 Connect to Work is a Supported Employment programme aimed at supporting individuals with health barriers (Individual Placement Support – IPS) and disabilities (Supported Employment Quality Framework – SEQF) into meaningful paid employment from April 2025- March 2030.

- 3.4 In Monmouthshire, as of July 2025, 3986 UC Claimants (Appendix 1) were in the “No Work requirements” bracket, however, this doesn’t necessarily mean they do not want to seek employment, just that their claimant commitment doesn’t require them to do so. It is likely, the majority of Connect to Work enrolments will come from this cohort, with the target set by DWP within Monmouthshire, is to enrol 272 participants on to the programme, supporting a minimum of 136 participants into paid employment from April 2025 - March 2030.

4 EQUALITY AND FUTURE GENERATIONS EVALUATION (INCLUDES SOCIAL JUSTICE, SAFEGUARDING AND CORPORATE PARENTING)

- 4.1 The Equality and Future Generations Evaluation Assessment detailed in Appendix 2, has identified that overall, the delivery of the Connect to Work Programme has positive benefits. Negative implications, however, have been identified.
- 4.2 The negative implications identified are based on the strict enrolment criteria of the programme which has been designed by Department of Work and Pensions. All potential participants requiring support will need to be vetted by DWP beforehand to ensure the individual is eligible, this could prevent or delay an individual gaining access to the support.

5. OPTIONS APPRAISAL

5.1 Delivery of Connect to Work Programme in Monmouthshire

Option	Benefit	Risk
In-House (preferred)	<p>Established team that have delivered programmes to Monmouthshire residents since 2016 supporting individuals into employment.</p> <p>An understanding of the local labour market and links with employers.</p> <p>A successful project delivered for Economically Inactive claimants under Shared Prosperity Fund that can be built on through Connect to Work..</p> <p>A good working relationship with DWP.</p> <p>Not a payment by results programme.</p>	<p>The Supported Employment model is new to the team, therefore time to embed this new model may impact on KPI's.</p> <p>Non-existent working relationships with health board (local and across the region) – who DWP have identified as key to engagements under the IPS strand.</p>
Commission	<p>May be more experienced delivering IPS and SEQF supported employment models.</p> <p>May be more established with working alongside Health Board through other programmes delivered.</p>	<p>May not have local knowledge and relationships with key partners.</p> <p>Balancing contract with other commitments in other areas of the United Kingdom.</p> <p>Difficult to operate a programme rurally with little/no infrastructure.</p> <p>The pre-determined financial profiling may inhibit the commissioning work for delivery in only Year 3 and 4 of the programme.</p> <p>Programme delivery, likely to be delayed beyond Year 1, commissioning work delays that further.</p>
Mixed	<p>If one element was commissioned out, it would allow a sole focus for each delivery partner.</p>	<p>Difficult to split the commissioning element up. If SEQF (20% of programme delivery to be commissioned) this would equate to £180,000 over a four-year period to cover all elements of delivery.</p>

6. Reasons

Connect to Work Programme

- 6.1 In-house delivery is the preferred mechanism of delivery for both the IPS (Health related/economically inactive) and SEQF (Disabilities) supported employment delivery models.
- 6.2 Due to the financial profiling scaling up, the in-house approach will focus on delivering IPS Supported Employment, which accounts for 80% of the enrolled programme participants. This will give us additional time to explore how best we can roll-out delivery for the 20% SEQF programme participants from Year 3 onwards working in partnership with identified departments internally.
- 6.3 Under Supportive Employment model, there is strict quality assurance demands, being a Qualification Centre with three awarding bodies, we are experienced in meeting quality assurance requirements.
- 6.4 Sitting alongside additional grant funded employability programmes, the Connect to Work programme will be able to benefit from functions that sit within those and will be managed by the Adult Employment & Skills Lead.

7. Financial Implications

- 7.1 The Southeast Wales region will receive £34,000,000 to deliver the programme over the five-year period, of which Monmouthshire will receive 3% which is £1,013,428.57.
- 7.2 The Connect to Work programme will scale up over the coming five years, the table below sets out Monmouthshire's allocation (pre management fees).

Funding	25/26	26/27	27/28	28/29	29/30	TOTALS
<i>Monmouthshire</i>	£65,428.57	£148,857.14	£343,714.29	£331,428.57	£124,000.00	£1,013,428.57

- 7.3 Cardiff City Council acting as the Accountable Body will request somewhere between 8-10% of the allocation for management fees.
- 7.4 There are no financial implications that the local authority will incur during the delivery of the programme. The posts within the Connect to Work Programme will be funded 100% by the grant. the management and administrative elements will be met through existing Economy, Employment & Skills structures.
- 7.5 Risk of redundancy costs being incurred should programme end in 2030 can be absorbed by the programme as an allowable cost.

8. CONSULTEES

Senior Leadership Team;
Deputy Leader and Cabinet Member for Planning and Economic Development Cllr Griffiths
Chief Officer for Children, Learning, Economy & Skills
DMT Children, Learning, Economy & Skills
Head of Economy, Employment & Skills
Department of Work & Pensions
Cardiff City Council Connect to Work Administrative Team

9 AUTHOR

Rory Clifford

Adult Employment & Skills Lead

10. CONTACT DETAILS

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Appendix 1) Overall figures of UC Claimants – July 2025

Source: StatXplore via DWP

Month	Jul-25						
Conditionality Regime	Searching for work	Working - with requirements	No work requirements	Working - no requirements	Planning for work	Preparing for work	Total
Vale of Glamorgan / Bro Morgannwg	2,304	1,614	7,546	2,161	143	770	14,540
Cardiff / Caerdydd	9,587	5,978	24,528	6,280	627	2,482	49,483
Merthyr Tydfil / Merthyr Tudful	1,134	949	5,658	1,257	98	492	9,595
Caerphilly / Caerffili	3,452	2,293	15,023	3,551	269	1,392	25,979
Blaenau Gwent / Blaenau Gwent	1,563	1,138	6,906	1,536	146	682	11,978
Torfaen / Tor-faen	1,933	1,468	7,784	2,186	196	775	14,350
Monmouthshire / Sir Fynwy	1,181	915	3,986	1,378	81	392	7,934
Newport / Casnewydd	4,388	2,708	11,812	3,373	367	1,239	23,884
Total	25,543	17,064	83,249	21,723	1,935	8,229	157,745



monmouthshire
sir fynwy

Integrated Impact Assessment (incorporating Equalities, Socio-economic Duty, Future Generations, Welsh Language Measures, Corporate Parenting)

Name of the Officer Rory Clifford Phone no: 01600 750350 E-mail: roryclifford@monmouthshire.gov.uk	Please give a brief description of the aims of the proposal To agree on the delivery model of the Connect to Work Programme and the Accountable Body to administer the programme.
Name of Service area Economy, Employment & Skills	Date 30 th September 2025

1. Are your proposals going to affect any people or groups of people with protected characteristics? Please explain the impact, the evidence you have used and any action you are taking below.

<u>Protected Characteristics</u>	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age <i>Consider the impact on our community in relation to age, e.g. how do we engage with older and younger people about our services, access issues etc. Also consider what issues there are for employment and training.</i>	The programme will support Monmouthshire residents aged 16+. The age criteria has been determined by the Department of Work & Pensions.	None identified	N/A

<u>Protected Characteristics</u>	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
<p>Disability</p> <p><i>Consider the impact and what issues there are around each of the disability needs groups e.g. access to buildings/services, how we provide services and the way we do this; producing information in alternative formats, employment issues etc.</i></p>	<p>The programme has been designed by the Department of Work & Pensions to support individuals with disabilities into employment. Individuals on the programme will have a disability as defined in section 6 of the Equality Act 2010 or the Social Model of Disability.</p>	<p>As per DWP requirements, therefore out of control:</p> <ul style="list-style-type: none"> • They must not currently be doing any paid work and would be available to start a suitable job (applies only to participants who are not working), or are at risk of losing work (retention participants only). • Should have been employed continually for at least 3 months before starting Connect to Work, (retention participants only)*. • Are of Working Age, aged 16 or more in Wales. • Have the right to work in the United Kingdom. • Have the right to live in the United Kingdom and are resident in England or Wales. • Do not belong to a group which has no entitlement to public funds. • Is not on a DWP employment programme 	<p>Ensure criteria is followed and seek support from the accountable body if unsure.</p>
<p>Gender reassignment</p> <p><i>Consider the provision of inclusive services for transgender people and groups. Also consider what issues there are for employment and training.</i></p>	<p>We aim to provide a provision which is inclusive for transgender people and groups. We will address any issues in regards to work placements, employment and training opportunities.</p>	<p>None identified</p>	<p>N/A</p>

<u>Protected Characteristics</u>	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Marriage or civil partnership <i>Same-sex couples registered as civil partners have the same rights as married couples and must be provided with the same benefits, such as survivor pensions, flexible working, maternity/paternity pay and healthcare insurance. Consider the impact of your proposal on these rights.</i>	N/A	None identified	N/A
Pregnancy or maternity <i>A woman is protected from discrimination during her pregnancy, maternity leave and 26 weeks from the day she gives birth. Including the provision of services, goods and facilities and recreational or training facilities. Consider the impact of your proposal on these protections.</i>	Risk assessment will be in place for pregnant participants ensuring all health and safety measures have been addressed and the well-being of the person is paramount.	None identified	N/A

<u>Protected Characteristics</u>	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Race <i>What will the proposal do to promote race equality with the aim of eliminating unlawful discrimination, promoting equality of opportunity and promoting good relations between different racial groups. Think about the potential to affect racial groups differently. Possible issues include providing translation/interpreting services, cultural issues and customs, access to services, issues relating to Asylum Seeker, Refugee, Gypsy & Traveler, migrant communities and recording of racist incidents etc.</i>	People referred onto our programmes will be given the same opportunities regardless of race. The relevant support will be provided to meet individual needs	None identified	N/A
Religion or Belief <i>Consider the impact e.g. dietary issues, religious holidays or days associated with religious observance, cultural issues and customs. Also consider what issues there are for employment and training.</i>	People referred onto our programmes will be given the same opportunities regardless of religion or belief. The relevant support will be provided to meet individual needs	None identified	N/A
Sex <i>Consider what issues there are for men and women. Will this impact disproportionately on one group more than another e.g. equal pay, responsibilities for dependents, issues for carers, access to training, employment issues.</i>	People referred onto our programmes will be given the same opportunities regardless of their sex. The relevant support will be provided to meet individual needs	None identified	N/A

<u>Protected Characteristics</u>	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Sexual Orientation <i>Consider the provision of inclusive services for e.g. older and younger people from the Lesbia, Gay and Bi-sexual communities. Also consider what issues there are for employment and training.</i>	People referred onto our programmes will be given the same opportunities regardless of their sexual orientation. The relevant support will be provided to meet individual needs	None identified	N/A

2. The Socio-economic Duty

The Socio-economic Duty requires public bodies to have due regard to the need to reduce inequalities of outcome which result from socio-economic disadvantage when taking key decisions.

Socio-economic disadvantage can be defined as living in less favorable social and economic circumstances than others in society. It also includes social justice, which is about reducing inequalities by working towards more equal distribution of wealth and opportunities so everyone can achieve their full potential.

Consider how the proposal could affect the following vulnerable groups:

Armed Forces Community (including veterans)

Single parents

Vulnerable families

Single adult households

Carers

Students

People living in the most deprived areas

Pensioners

Homeless People

People misusing substances

People who have experienced the asylum system

People involved in the criminal justice system

<u>Socio-economic Duty</u>	Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage	Describe any negative impacts your proposal has in respect of people suffering from socio economic disadvantage.	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts in relation to the Socio-economic disadvantage?

<p><i>Think of what evidence you have about socio-economic disadvantage and inequalities of outcome in relation to this proposal. Will it impact disproportionately on certain groups? Can the proposals be improved to reduce inequalities of outcome?</i></p>	<p>As per DWP guidance:</p> <p>Eligible participants must be a disabled person, or belong to one of the specified disadvantaged groups:</p> <p>Have a disability as defined in section 6 of the Equality Act 2010 or the Social Model of Disability.</p> <p>Meet the definition of one of the specified disadvantaged groups with additional multiple and complex barriers that would benefit from support;</p> <p>The specified groups are as follows:</p> <p>An offender (someone who is serving a community service) or ex-offender (someone who has completed a custodial or community sentence).</p> <p>A carer.</p> <p>An ex-carer.</p> <p>A homeless person.</p> <p>A former member of His Majesty's (HM) Armed Forces (AF), a member of HM AF reserves, or a partner of current or former Armed Forces personnel.</p> <p>A person for whom a drug or alcohol dependency, including a history of dependency, presents a significant barrier to employment.</p> <p>Care experienced young person or a care leaver</p> <p>A refugee, a resettled Afghan.</p> <p>A person on the Ukrainian scheme.</p>	<p>No impact identified at this stage</p>	<p>N/A</p>
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	<p>A victim/survivor of domestic abuse.</p> <p>Young people identified as being involved or at risk of being involved in serious violence.</p> <p>A victim of modern slavery.</p> <p>For those eligible and suitable for Connect to Work support, they will receive extensive supported employment to better their chances of entering the workforce.</p> <p>The primary focus for the programme will be individuals who are not required to seek work as a condition of benefit receipt (who have often been overlooked for employment support). DWP expect appropriate participants to have never worked or to have not worked for around 6 months or more.</p>		
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3. Policy making and the Welsh language

What are the effects that the proposals would have on the Welsh language, specifically on opportunities for people to use Welsh and on treating the Welsh language no less favourably than English? How could positive effects be increased, or negative effects be mitigated? Explain how you believe the proposals could be improved so as to have positive effects or increased positive effects on opportunities for people to use the Welsh language and on treating the Welsh language no less favourably than the English language.

How does your proposal impact on the following aspects of the Council's Welsh Language Standards :	Describe the positive impacts of this proposal	Describe the negative impacts of this proposal	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts
<p>Policy Making:</p> <p><i>Consider what impact this policy decision will have on the Welsh Language. This includes opportunities for people to use the language, opportunities to promote the language and treating the language no less favourably than the English language. Include any data and evidence e.g. WESP, Census Data, Cymraeg 2050, Welsh Language Strategy.</i></p>	<p>The Department for Work and Pensions has adopted the principle that in the conduct of public business in Wales it will treat the Welsh and English languages on a basis of equality.</p> <p>As a Local Authority team will adhere to the Council's Welsh Language Standards.</p>	No impact identified at this stage	N/A
<p>Operational:</p> <p>Recruitment & Training of workforce</p> <p><i>Carefully consider whether vacant posts require Welsh language skills as a desirable or essential skill. This is especially pertinent with front line roles as more than 10 % of the population of Monmouthshire speak Welsh. Also, when assessing the need for Welsh language skills keep in mind the existing Welsh language skills within the workforce. In service areas where there is a current lack of Welsh language skills, posts should be advertised as Welsh language essential. Additionally, consider where further training may be needed to increase the number of staff who can speak Welsh and to enhance the skills of current Welsh speakers.</i></p>	There is no planned recruitment yet. However, where new posts are required, the need to communicate through Welsh and English as part of the recruitment process and any necessary training offered as needed.	No impact identified at this stage	N/A
<p>Service Delivery:</p>	The programme will be bilingually promoted.	Depending on the Welsh language skills of the delivery staff, it is unknown whether	On a current employability programme, where we monitor Welsh Language, 1.9% have had the ability to speak

Use of Welsh language in service delivery <i>When advertising our services you must promote the fact that people can deal with the council in Welsh by phone, email, twitter, Facebook, letters, forms, website transactions etc.</i>		delivery would be possible in the Welsh language should it be requested.	Welsh and all have been happy to receive support in English, due to the unavailability of a fluent Welsh speaker. If this is not feasible, we will seek support from the Accountable Body/DWP.
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4. Does your proposal deliver any of the well-being goals below? Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. There's no need to put something in every box if it is not relevant!




<u>Well Being Goals</u>	Describe the positive impacts the proposal has on the wellbeing goal.	Describe the negative impacts the proposal has on the wellbeing goal.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A prosperous Wales <i>An innovative, productive and low carbon society which recognises global limits and uses resources efficiently (including acting on climate change); a skilled and well-educated population in an economy which generates wealth and provides jobs.</i>	The programmes ultimate aim is to move those furthest away into employment, removing individuals reliance on benefits, generating individual wealth and ability to become financially independent.	No impact identified at this stage	N/A
A resilient Wales <i>Maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</i>	Programme will use resources effectively to support social and economic resilience of programme participants through providing the Supported Employment Model endorsed by DWP. We will work collaboratively on a regional footprint, to ensure efficiency and	No impact identified at this stage	N/A

<u>Well Being Goals</u>	Describe the positive impacts the proposal has on the wellbeing goal.	Describe the negative impacts the proposal has on the wellbeing goal.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
	share best practise to overcome obstacles.		
A healthier Wales <i>People's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</i>	The programme will work with economically inactive residents, supporting them into meaningful and sustainable employment by addressing health and wellbeing barriers alongside employer. Building relationships with health care professionals, organisations and networks and other health and wellbeing services.	No impact identified at this stage	N/A
A Wales of cohesive communities <i>Communities are attractive, viable, safe and well connected</i>	<p>This programme will encourage safe and appropriate use of IT and the internet, developing participants digital literacy skills, enabling them to successfully apply for job opportunities and be confident using I.T in the workplace.</p> <p>The programme will link to the wider community, connecting programme participants with other community ventures (such as volunteering) and be active citizens in their community.</p>	No impact identified at this stage	N/A
A globally responsible Wales <i>Taking account of impact on global well-being when considering local</i>	The programme aims to support employers in the employment of participants with barriers. The team	No impact identified at this stage	N/A

<u>Well Being Goals</u>	Describe the positive impacts the proposal has on the wellbeing goal.	Describe the negative impacts the proposal has on the wellbeing goal.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<i>social, economic and environmental wellbeing</i>	will help employers understand reasonable adjustments, job carving and access to grants such as Access to Work to support an individual in the workplace, ensuring the participant social and emotional wellbeing is stable to maintain employment and thrive.		
A Wales of vibrant culture and thriving Welsh language <i>Promotes and protects culture, heritage and the Welsh language, and participation in the arts, and sports and recreation</i>	The programme will have marketing, publications and printed literature available bilingually where appropriate. The programme will conform to the Welsh Language Legislation Welsh Language Wales Measure and accompanying Welsh language standards.	No impact identified at this stage	N/A
A more equal Wales <i>People can fulfil their potential no matter what their background or circumstances. (This includes the protected characteristics listed in Section 1 above. You can add more detail there. Don't forget to think about the impacts on poverty)</i>	The programme itself is underpinned by equality and equity, enabling residents with significant barriers to employment the opportunity (without rejection) to seek paid employment.	No impact identified at this stage	N/A

5. How has your proposal embedded and prioritised the sustainable governance principles in its development?

<p><u>Sustainable Development Principles</u></p>	<p>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</p>	<p>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</p>
<div data-bbox="98 261 293 464">  </div> <p data-bbox="129 475 264 507">Long Term</p> <p data-bbox="315 256 600 403">Balancing short term need with long term and planning for the future</p> <p data-bbox="315 437 600 679"><i>We are required to look beyond the usual short term timescales for financial planning and political cycles and instead plan with the longer term in mind (guidance says at least 10 years, but preferably 25)</i></p>	<p data-bbox="636 256 1328 389">As this is a grant-funded programme from the Department of Work & Pensions, we are at the mercy of their timescales and therefore we do not have the ability to look beyond the remit of the programme.</p>	
<div data-bbox="98 799 293 1002">  </div> <p data-bbox="112 1010 280 1042">Collaboration</p> <p data-bbox="315 794 600 903">Working together with other partners to deliver objectives</p>	<p data-bbox="636 719 1328 906">This programme cannot be addressed by one single agency. It will be developed in partnership with the 9 other local authorities within South East Wales and locally across a number of departments internally and organisations externally.</p>	

<p><u>Sustainable Development Principles</u></p>	<p>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</p>	<p>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</p>
<div data-bbox="107 268 280 448">  </div> <p>Involvement</p> <p>Involving those with an interest and seeking their views</p> <p><i>Who are the stakeholders who will be affected by your proposal? Have they been involved? Do those people reflect the diversity of the area which is served?</i></p>	<p>This programme is grant funded and no changes to the operational delivery of the programme are permitted as per DWP guidance.</p> <p>However, once the programme is signed off and mobilising, the delivery manager and fellow delivery staff will engage with stakeholders such as referral partners and seek support in identifying suitable participants.</p>	
<div data-bbox="107 667 280 847">  </div> <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The programme itself will support Monmouthshire residents to move into employment, potentially reducing and preventing reliance on the benefits system.</p>	
<div data-bbox="107 922 280 1102">  </div> <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p> <p><i>Focus here on how you will better integrate the Wellbeing Goals impacts on people, economy and environment described above and balance any competing impacts. Think about impacts the proposal may have on other organisations</i></p>	<p>Programme participants well being is paramount and supporting them to overcome health and wellbeing barriers alongside work related barriers will be a significant factor in participants moving into employment.</p> <p>The support and guidance, linking participants with health care professionals, organisations and networks and other health and wellbeing services will be a crucial element that will enable success.</p>	

6. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Corporate Parenting, Care Leavers, Care Experienced People and Safeguarding. Are your proposals going to affect any of these responsibilities?

	Describe any positive impacts your proposal has	Describe any negative impacts your proposal has	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?
<p><u>Safeguarding</u></p> <p><i>Safeguarding in this context applies to children (not yet reached 18th birthday) and adult at risk (identified as a person over the age of 18 and who (a) is experiencing or is at risk of abuse or neglect, (b) has needs for care and support (whether or not the authority is meeting any of those needs), and (c) as a result of those needs is unable to protect himself or herself against the abuse or neglect or the risk of it.) Safeguarding is about ensuring that everything is in place to promote the well-being of children and adults at risk, preventing them from being harmed and protecting those who are at risk of abuse and neglect.</i></p>	<p>Safeguarding is a priority, many participants on our programmes will have multiple barriers and are vulnerable individuals. All Employment & Skills staff have completed Safeguarding level 1. Some staff including the service lead are trained to Level 2 and all staff will maintain the level of which they are trained.</p>		<p>For vulnerable adults on the programme, risk assessments will be carried out prior to support and during the Vocational Profiling phase to pass on any potential risks to future employers.</p>

<p><u>Corporate Parenting, Care Leavers and Care Experienced People</u></p> <p><i>This relates to those children who are 'looked after' by the Local Authority either through voluntary arrangements with their parents or through a Court Order. The Council has a corporate duty to consider 'children who are looked after especially and to promote their welfare (in a way, as though those children were their own). It also relates to care experienced people (people who have spent time in care when they were under 18 years old). The Council must consider how to help overcome the disadvantages and discrimination they experience.</i></p>	<p>People referred onto the programme will be given the same opportunities regardless of their situation. The relevant support will be provided to meet individual needs.</p>		
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7. What evidence and data has informed the development of your proposal?

This will include your baseline position, measures and studies that have informed your thinking and the recommendation you are making. It should allow you to identify whether any changes resulting from the implementation of the recommendation have had a positive or negative effect. Key strategies and documents that may help you include: Community and Corporate Plan, Asset Management Strategy, Digital and Data Strategy, Medium Term Financial Strategy, People Strategy, Socially Responsible Procurement Strategy: [Enabling Strategies](#) See Guidance for more examples.

Delivering the programme in house aligns with the Corporate & Community Plan of A Fair Place to Live and A Thriving and Ambitious Place. The programme also feeds into the Economy, Employment & Skills strategy of supporting individuals into sustainable employment.

8. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?

This section should summarise the key issues arising from the evaluation. This summary must be included in the Committee Report Template

The programme will address a number of Wales wellbeing goals on an individual level, with individuals becoming more prosperous through gaining employment and employers becoming globally responsible by supporting individuals with greater barriers. Due to the programme coming direct from DWP, it is not possible to make changes on the intended impacts.

9. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.

What are you going to do?	When are you going to do it?	Who is responsible?

10. VERSION CONTROL: The Integrated Impact Assessment should be used at the earliest stage, such as informally within your service, and then further developed throughout the decision-making process. It is important to keep a record of this process to demonstrate how you have considered and built in equality and future generations considerations wherever possible.

Version No.	Decision making stage <i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinet etc</i>	Date considered	Brief description of any amendments made following consideration
1	SLT	16 th September 2025	Consideration to challenge Accountable Body on justifying 8-10% management fee

2	Business Cabinet	23 rd September 2025	
3	Cabinet	17 th October	