

In Work Progressions - Oldham Delivery

completed/last updated by Jonathan Phillips on 29/01/2025

Portfolio

Education and Skills

Directorate

Place

Service/Team

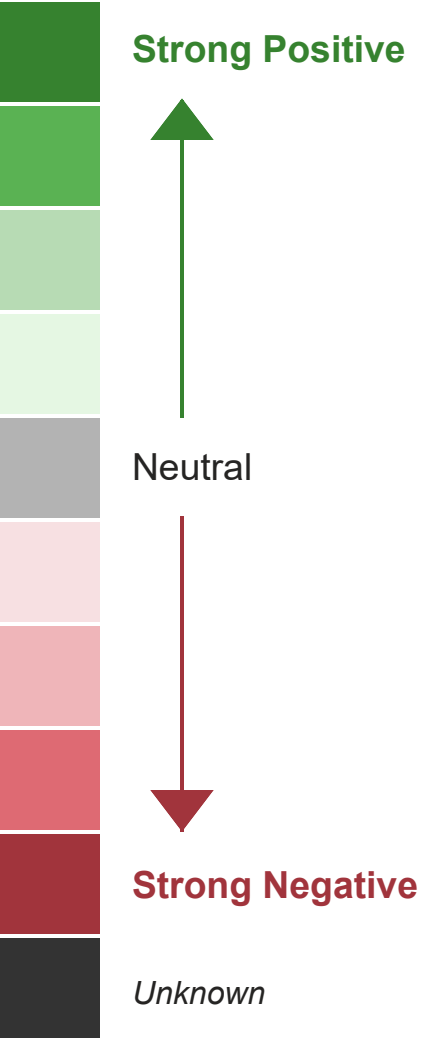
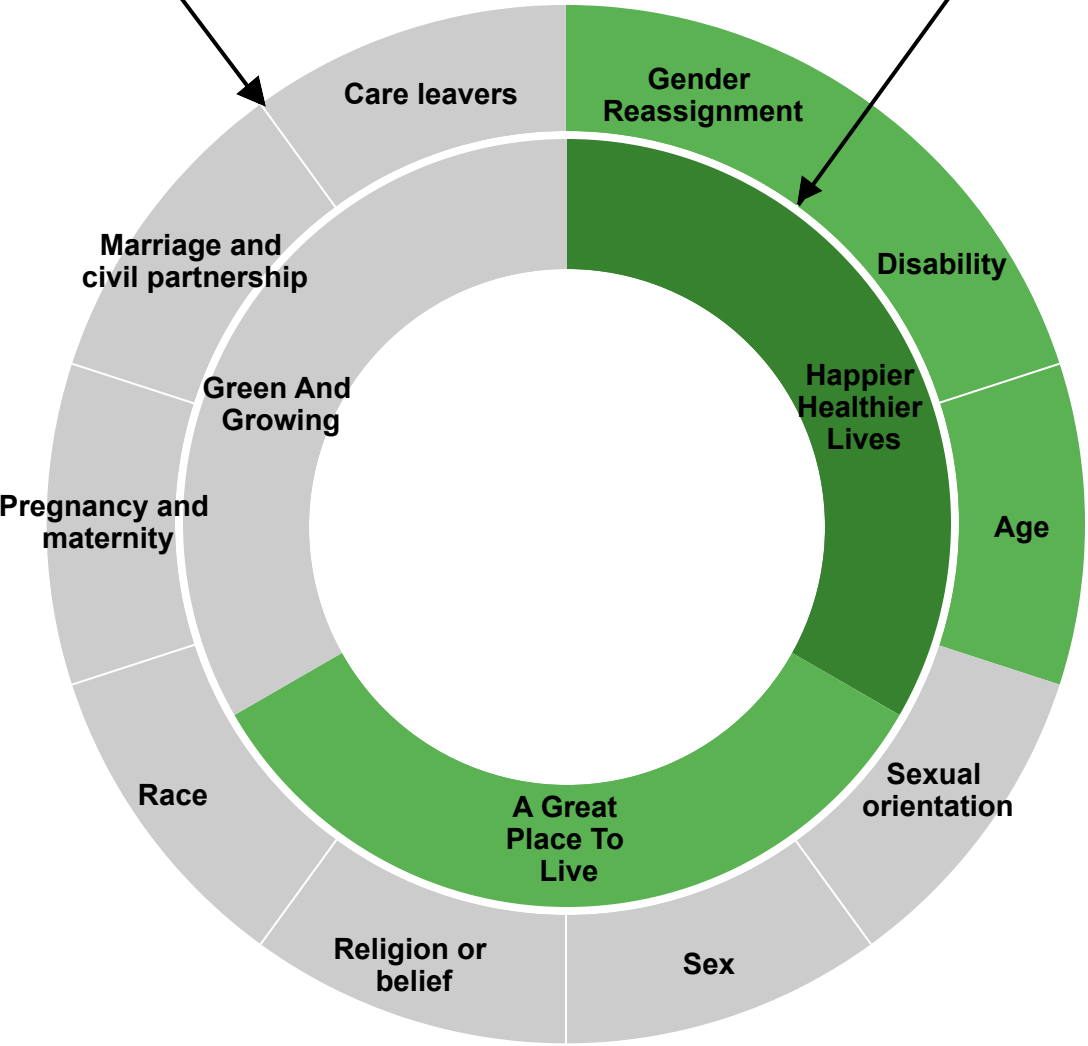
Education, Skills and Early Years

Is this IA related to a Budget Reduction proposal?

No

Equality Characteristics

Our Mission



Equality Characteristics

Category	Impact	Likely	Duration	Impact Score ▲	Comment
Care leavers	Neutral	Possible	Long Term	0	
Marriage and civil partnership	Neutral	Possible	Long Term	0	
Pregnancy and maternity	Neutral	Possible	Long Term	0	
Race	Neutral	Possible	Long Term	0	
Religion or belief	Neutral	Possible	Long Term	0	
Sex	Neutral	Possible	Long Term	0	
Sexual orientation	Neutral	Possible	Long Term	0	
Age	Strong Positive	Possible	Long Term	4	Its likely that the targeting people with health conditions in work will impact on over 50s and Young People engaging in the programme.
Disability	Strong Positive	Possible	Long Term	4	Its likely that the targeting people with health conditions in work will impact on residents with SEND, autism, and disabilities engaging in the programme.
Gender Reassignment	Strong Positive	Possible	Long Term	4	Its likely that the targeting people with health conditions in work will impact on residents going through gender reassignment to access the programme.

Our Mission / Corporate Priorities

Category	Impact	Likely	Duration	Impact Score	Comment
Green And Growing	Neutral	Possible	Long Term	0	
A Great Place To Live	Moderate Positive	Very Likely	Long Term	4	Residents thriving in work will have a positive impact on lives, financially and emotionally.
Happier Healthier Lives	Strong Positive	Very Likely	Long Term	8	Thriving in work will have a positive impact on health and wellbeing.

Strong Positive Impacts that are Possible

Category	Impact	Likely	Duration	Impact Score	What action can be taken to increase the likelihood that positive impacts are realised?	Action(s)	Owner(s)	Timescale(s)
Age	Strong Positive	Possible	Long Term	4	Write case studies and feedback communicated in media.	Write case studies and feedback communicated in media.	GOW	Quarterly
Disability	Strong Positive	Possible	Long Term	4	Write case studies and feedback communicated in media.	Write case studies and feedback communicated in media.	GOW	Quarterly
Gender Reassignment	Strong Positive	Possible	Long Term	4	Write case studies and feedback communicated in media.	Write case studies and feedback communicated in media.	GOW	Quarterly