

# Annex 1: Representation of groups with protected characteristics on ESF

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# Analysis of representation of groups with protected characteristics at programme level (Starts)

## Gender

Table 1 below shows that, at ESF programme level:-

- The female participation rate is 14 percentage points below the percentage target that was set at the beginning of the programme. However, the total number of female participants 915,708 had exceeded the original programme level target of 912,000 by November 2010
- 40% of participants from ethnic minorities are female
- 39% of participants with disabilities or health conditions are female
- 38% of participants aged 50 or over are female
- 19% of all female participants are from ethnic minority groups (non-white)
- 19% of all female participants are disabled or have health conditions
- 14% of all female participants are aged 50 or over

**Table A1: Representation of groups with protected characteristics at programme level (starts)**

OP indicator reference no.	Programme Indicator	Target 2007-13 (Programme level target) *	Cumulative Achievement	Of whom.....	Female %	Male %	Disabled %	Aged 50+ %	Ethnicity %
1.	Total number of participants	1,790,000	2,409,758	>>>>>>	38%	62%	19%	14%	17%
8.	Female participants	51%	38%	>>>>>>	100%	0%	19%	14%	19%
7.	Participants from ethnic minorities	19%	18%	>>>>>>	40%	60%	15%	11%	100%
5.	Participants with disabilities or health conditions	19%	19%	>>>>>>	39%	61%	100%	19%	14%
6.	Participants aged 50 or over	19%	17%	>>>>>>	38%	62%	24%	100%	13%

Source: DWP (ESF 'INES' database) November 2010

**Table notes:**

Targets apply at national OP level Total number of participants = total number of 'participant events'.

A 'participant event' is recorded when an individual starts an ESF / match funded project. 'Participant events' subsequently to be referred to as 'participants'.

Female participants = Number of female participants divided by the total number of participants.

Participants from ethnic minorities = the number of 'participants' who are identified as being a member of an ethnic minority group divided by all participants with known ethnicity.

Participants with disabilities or health conditions = the number of 'participants' who on starting participation are identified as disabled (disabled = 'yes') DIVIDED BY the total number of 'participants'.

Participants aged 50+ = the number of 'participants' aged equal to or greater than 50 divided by the total number of 'participants' who are not in the '14-19 NEET group'.

Percentage targets were set for female participation at priority level. Tables 2 and 3 below show that, Priorities 1 and 4 have female participation rates of 33% and 42% respectively.

# Analysis of representation of groups with protected characteristics at **Priority** level (Starts)

**Table A2: Proportion of Priority 1 participants who are female (with break-down of personal characteristics)**

OP indicator reference no.	Programme Indicator	Target 2007-13 (Programme level target) *	Cumulative Achievement	Of whom... ..	Female %	Male	Disabled %	Aged 50+ %	Ethnicity %
1.1	Total number of participants	887,000	1,476,742	>>>>>> >	33%	67%	25%	12%	19%
1.9	Proportion of Priority 1 participants who are female	51%	33%		100%	0%	28%	12%	21%
Contextual baseline for 1.9 from OP									
"Proportion of women among unemployed people and inactive people who want to work ( LFS)" = 51%									

Source: DWP (ESF `INES' database) November 2010

Table notes:

1.1 = the number of `participants' in Priority 1

1.9 = the number of female priority 1 participants divided by the total number of Priority 1 participants

**Table A3: Proportion of Priority 1 participants who are from ethnic minorities (with breakdown of other personal characteristics)**

OP indicator reference no.	Programme Indicator	Target 2007-13 (Programme level target) *	Cumulative Achievement	Of whom... ..	Female %	Male	Disabled %	Aged 50+ %	Ethnicity %
1.1	Total number of participants	887,000	1,476,742	>>>>>>	33%	67%	25%	12%	19%
1.8	Proportion of Priority 1 participants who are from ethnic minorities	25%	20%	>>>>>>	37%	63%	20%	10%	100%
LFS Contextual baseline for OP indicator 1.8 = Proportion of ethnic minority people in workless population (LFS) = 18%									

Source: DWP (ESF `INES' database) November 2010

Table notes:

1.1 = Total number of `participants' in Priority 1

1.8 = The number of Priority 1 participants who are identified as in an ethnic minority group divided by all priority `participants' with known ethnicity.

**Table A4: Proportion of Priority 1 participants (starts) with disabilities and health conditions**

_OP indicator Reference no.	Programme Indicator	Target 2007-13 (Programme level target) *	Cumulative Achievement	Of whom....	Female	Male	Disabled	Aged 50+	Ethnicity
					%	%	%	%	%
1.1	Total number of participants	887,000	1,476,742		33%	67%	25%	12%	19%
1.5	Proportion of Priority 1 participants with disabilities and health conditions	22%  (i.e.195,140)	25%  (i.e. 369,185)		37%	63%	100%	19%	18%
Contextual baseline indicator for OP Indicator No. 1.5 = Proportion of people with disabilities or health conditions in the workless population (LFS) = 19%									

Source: DWP (ESF 'INES' database) November 2010

**Table notes:**

1.1 = Total number of participants in Priority 1

1.5 = Number of Priority 1 `participants' who on starting participation are identified as disabled



**Table A5: Proportion of Priority 1 participants (starts) who are 14-19 NEET or aged 50 and over**

ESF OP Indicator Reference No.	Programme Indicator	Target 2007-13 (Programme level target) *	Cumulative Achievement	Of whom....	Female	Male	Disabled	Aged 50+	Ethnicity
					%	%	%	%	%
1.1	Total number of participants	887,000	1,476,742	>>>>>> >	33%	67%	25%	12%	19%
1.4a	Number of Priority 1 participants who are 14-19 year of NEETs or at risk of becoming NEETs	177,000	347,811	>>>>>> >	37%	63%	23%	0%	15%
1.4b	Proportion of Priority 1 participants who are 14-19 year old NEETs or at risk of becoming NEET	20%	24%	>>>>>> >	37%	63%	23%	0%	15%
1.7	Proportion of unemployed and inactive Priority 1 participants aged 50 or over	18%	16%	>>>>>> >	33%	67%	39%	100%	16%

Source: DWP (ESF `INES' database) November 2010

Table notes:

1.1 = Total number of Priority 1 participants

1.4a = Number of Priority 1 participants who on starting participation are in the 14-19 NEET group

1.4b = Number of Priority 1 participants who on starting participation are in the 14-19 NEET group divided by the number of Priority 1 participants

1.7 = The number of Priority 1 participants aged equal to or greater than 50, divided by the total number of Priority 1 participants who are not in the 14-19 NEET group

**Table A6: Proportion of Priority 4 participants who are female (with break-down of personal characteristics)**

OP indicator reference no.	Programme Indicator	Target 2007-13 (Programme level target) *	Cumulative Achievement	Of whom.....	Female %	Male	Disabled %	Aged 50+ %	Ethnicity %
4.1	Total number of participants	24,500	31,000	>>>>>>>	42%	58%	40%	14%	2%
4.9	Proportion of Priority 4 participants who are female	51%	42%	>>>>>>>	100%	0%	40%	14%	2%
Contextual baseline for 4.9 from OP									
"Proportion of women among unemployed people and inactive people who want to work( LFS)" = 51%????									

Source: DWP (ESF `INES' database) November 2010

Table notes:

4.1 = the total number of `participants' in Priority 4

4.9 = the number of female priority 4 participants divided by the total number of Priority 4 participants (4.1)

**Table A7: Proportion of Priority 4 participants who are from ethnic minorities (with breakdown of other personal characteristics)**

OP indicator reference no.	Programme Indicator	Target 2007-13 (Programme level target) *	Cumulative Achievement	Of whom... ..	Female %	Male	Disabled %	Aged 50+ %	Ethnicity %
4.1	Total number of participants	24,500	31,586	>>>>>	42%	58%	40%	14%	2%
4.8	Proportion of Priority 4 participants who are from ethnic minorities	1%	2%		46%	54%	33%	9%	100%
LFS Contextual baseline for OP indicator 4.8 = not available									

Source: DWP (ESF `INES' database) November 2010

Table notes:

4.1 = Total number of `participants' in Priority 4

4.8 = The number of Priority 4 `participants' who are identified as being in an ethnic minority group divided by all Priority 4 `participants' with known ethnicity

**Table A8: Proportion of Priority 4 participants (starts) with disabilities and health conditions**

OP indicator Reference no.	Programme Indicator	Target 2007-13 (Programme level target) *	Cumulative Achievement	Of whom.....	Female	Male	Disabled	Aged 50+	Ethnicity
					%	%	%	%	%
4.1	Total number of participants	24,500	31,586	>>>>>	42%	58%	40%	14%	2%
4.5	Proportion of Priority 4 participants with disabilities or health condition	27%	40%	>>>>>>	41%	59%	100%	18%	1%
Contextual baseline indicator for OP indicator No. 4.5 = Proportion of people with disabilities or health conditions in the workless population (LFS) = 23%									

Source: DWP (ESF `INES' database) November 2010

Table notes:

4.1 = Total number of `participants' in Priority 4

4.5 = Number of Priority 4 `participants' who on starting participation are identified as disabled divided by the number of Priority 4 `participants'.

**Table A9: Number / proportion of Priority 4 participants (starts) who are 14-19 NEET or aged 50 and over**

OP indicator reference no.	Programme Indicator	Target 2007-13 (Programme level target) *	Cumulative Achievement	Of whom.....	Female %	Male %	Disabled %	Aged 50+ %	Ethnicity %
4.1	Total number of participants	24,500	31,586	>>>>>	42%	58%	40%	14%	2%
4.4a	Number of Priority 4 participants who are 14-19 year old NEETs or at risk of becoming NEET	4,900	8,033	>>>>>	39%	61%	29%	0%	2%
4.4b	Proportion of Priority 4 participants who are 14-19 year old NEETs or at risk of becoming NEET	20%	25%	>>>>>	39%	61%	29%	0%	2%
4.7	Proportion of unemployed and inactive participants aged 50 or over	30%	19%	>>>>>	43%		52%	100%	1%

Source: DWP (ESF `INES' database) November 2010

Table notes:

4.1 = Total number of `participants' in Priority 4

4.4a = Number of Priority 4 `participants' who on starting participation are in the 14-19 NEET group.

4.4b = Number of Priority 4 `participants' who on starting participation are in the 14-19 NEET group divided by the number of Priority 4 participants.

4.7 = Number of Priority 4 `participants' aged equal to or greater than 50, divided by the total number of Priority 4 `participants' who are not in the 14-19 NEET group.

**Table A10: Proportion of Priority 2 participants (starts) who are female with break-down of personal characteristics**

OP indicator Reference no.	Programme Indicator	Target 2007-13 (Programme level target) *	Cumulative Achievement	Of whom... ..	Female %	Male	Disabled %	Aged 50+ %	Ethnicity %
2.1	Total number of participants In Priority 2	825,000	848,769	>>>>>> >	45%	55%	7%	18%	16%
2.8	Proportion of Priority 2 participants who are female	50%	45%		100%	0%	8%	17%	17%
LFS Contextual baseline: OP Indicator 2.8 = Proportion of employed people in the working age population who are female = 46%??????									

Source: DWP (ESF `INES' database) November 2010

Table notes:

2.1= Number of Priority 2 `participants' (starts)

2.8 = Number of female Priority 2 `participants' divided by the number of Priority 2 `participants'

**Table A11: Proportion of Priority 2 participants who are from ethnic minority groups (with breakdown of other personal characteristics)**

OP indicator reference no.	Programme Indicator	Target 2007-13 (Programme level target) *	Cumulative Achievement	Of whom... ..	Female %	Male	Disabled %	Aged 50+ %	Ethnicity %
2.1	Total number of participants in Priority 2	825,000	848,769	>>>>>>	45%	55%	7%	18%	16%
2.7	Total number of participants in Priority 2 who are from ethnic minorities	13%	17%	>>>>>	47%	53%	5%	13%	100%
Contextual baseline indicator for OP indicator No. 2.7 = Proportion of employed people in working population who are from ethnic minorities (LFS) : 10%									

Source: DWP (ESF `INES' database) November 2010

Table notes:

2.1 = Total number of Priority 2 `participants

2.7 = The number of Priority 2 `participants' who are identified as in an ethnic minority group divided by all Priority 2 `participants' with known ethnicity.

**Table A12: Proportion of Priority 2 participants (starts) with disabilities and health conditions**

OP indicator reference no.	Programme Indicator	Target 2007-13 (Programme level target) *	Cumulative Achievement	Of whom.. ...	Female %	Male	Disabled %	Aged 50+ %	Ethnicity %
2.1	Total number of participants in Priority 2	825,000	848,769	>>>>> >	45%	55%	7%	18%	16%
2.5	Proportion of Priority 2 participants with disabilities and health conditions	15%	7%		50%	50%	100%	20%	11%
Contextual baseline taken from OP : Proportion of employed people in working age population with disabilities or health conditions = 13%									

Source: DWP (ESF `INES' database) November 2010

Table notes:

2.1 = Total number of Priority 2 `participants'.

2.5 = Number of Priority 2 `participants' who on starting participation are identified as `disabled' divided by the number of Priority 2 `participants'



**Table A13: Number / proportion of Priority 2 participants (starts) who are aged 50 and over**

OP in Indicator reference no.	Programme Indicator	Target 2007-13 (Programme level target) *	Cumulative Achievement	Of whom. ....	Female	Male	Disabled	Aged 50+	Ethnicity
					%		%	%	%
2.1	Total Number of Participants in Priority 2	825,000	848,769		45%	55%	7%	18%	16%
2.6	Proportion of Priority 2 participants aged 50 and over	20%	18%		42%	58%	8%	100%	12%
Contextual baseline: Proportion of employed people in working age population aged 50 or over = 20% (LFS)									

Source: DWP (ESF `INES' database) November 2010

Table notes:

2.1 = Total number of Priority 2 `participants'

2.6 = Number of Priority 2 participants aged equal to or greater than 50 divided by the total number of Priority 2 participants who are not in the 14-19 NEET group

**Table A14: Proportion of Priority 5 participants (starts) who are female (with break-down of personal characteristics)**

OP indicator reference no.	Programme Indicator	Target 2007-13 (Programme level target) *	Cumulative Achievement	Of whom... ..	Female %	Male	Disabled %	Aged 50+ %	Ethnicity %
5.1	Total number of participants In Priority 5	50,200	52,661	>>>>>> >	53%	47%	10%	18%	2%
5.11	Proportion of Priority 5 participants who are female	50%	53%		100%	0%	9%	18%	2%
LFS Contextual baseline : OP indicator 5.11 = Proportion of employed people in working age population who are female (LFS) = 47%									

Source: DWP (ESF `INES' database) November 2010

Table notes:

5.1= Number of Priority 5 `participant' starts

5.11= Number of female Priority 5 `participants' divided by the number of Priority 5 `participants)

**Table A15: Proportion of Priority 5 participants (starts) who are from ethnic minorities (with breakdown of other personal characteristics)**

OP indicator reference no.	Programme Indicator	Target 2007-13 (Programme level target) *	Cumulative Achievement	Of whom... ..	Female	Male	Disabled	Aged 50+	Ethnicity
					%		%	%	%
5.1	Total number of participants in Priority 5	50,200	52,661		53%	47%	10%	18%	2%
5.10	Proportion of Priority 5 participants who are from ethnic minorities	1%	2%		60%	40%	11%	13%	100%
Contextual baseline indicator for OP indicator No. 5.10 = NOT AVAILABLE (LFS)									

Source: DWP (ESF `INES' database) November 2010

Table notes:

5.1 = Total number of `participants' in Priority 5

5.10 = The number of Priority 5 `participants' who are identified as in an `ethnic minority group' divided by all Priority 5 `participants' with known ethnicity.

**Table A16: Proportion of Priority 5 participants (starts) with disabilities and health conditions**

OP indicator Reference no.	Programme Indicator	Target 2007-13 (Programme level target) *	Cumulative Achievement	Of whom.....	Female %	Male	Disabled %	Aged 50+ %	Ethnicity %
5.1	Total number of participants In Priority 5	50,200	52,661	>>>>>>	53%	47%	10%	18%	2%
5.8	Proportion of priority 5 participants with disabilities or health conditions	17%	10%	>>>>>	50%	50%	100%	21%	2%

Contextual baseline taken from OP : Proportion of employed people in working age population with disabilities or health conditions = 15%

Source: DWP (ESF `INES' database) November 2010

Table notes:

5.1 = The total is the number of `participants' in Priority 5.

5.8 = Number of Priority 5 participation are identified as disabled divided by the number of Priority 5 `participants'.

**Table A17: Number / proportion of Priority 5 participants (starts) who are aged 50 and over**

OP in ESF OP Indicator reference no.	Programme Indicator	Target 2007-13 (Programme level target) *	Cumulative Achievement	Of whom. ....	Female	Male	Disabled	Aged 50+	Ethnicity
					%		%	%	%
5.1	Total number of participants in Priority 5	50,200	52,661		53%	47%	10%	18%	2%
5.9	Proportion of Priority 5 participants aged 50+	22%	17%		52%	48%	12%	100%	2%
Contextual baseline : Proportion of employed people in working age population aged 50 or over = 25% (LFS)									

Source: DWP (ESF `INES' database) November 2010

Table notes:

5.1 = The total number of `participants' in Priority 5

5.9 = The number of Priority 5 `participants' aged equal to or greater than 50 divided by the total number of Priority 5 participants who are not in the 14-19 NEET group.

(Extract from ESF Wave 1 Cohort Survey Report )

Another important group of interest for the ESF programme is participants with a disability or long-term limiting illness. About 18 per cent of the working age population in England have a disability (either day-to-day activity disabled or work-limiting or both), and over 2.5 million people are on Incapacity Benefit or Employment Support Allowance<sup>1</sup>.

**Table A18: Participants with a disability or LTLI by priority**

	Priority					Respondents
	1	4	2	5	Total	
Disability	%	%	%	%	%	
No disability or LTLI	63	40	94	93	68	8,370
Physical disability	47	53	42	62	47	1271
Learning disability / difficulty	5	7	11	0	5	172
Mental health problem	27	30	10	20	27	608
Long term illness	37	31	37	30	37	878
Another type of disability or LTL	4	4	11	0	4	110
Any disability or LTL	37	60	6	7	32	2,556
<i>Unweighted bases</i>	5,528	3,851	1,053	494		10,926

Source: Wave 1 ESF Cohort Survey (NatCen)

<sup>1</sup> Nomis, 2009.

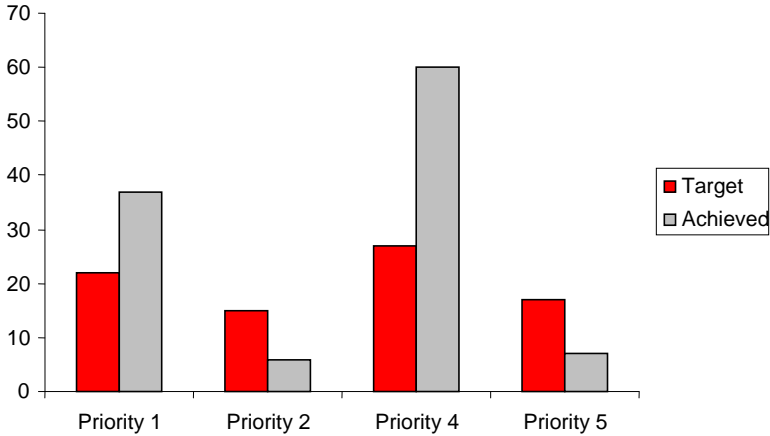
Of the total sample, 32 per cent of participants had a long-term illness, health problem or disability which limited their daily activities or the work that they could do. The proportion of participants with a disability or long-term limiting illness (LTLI) varied by priority, with Priority 1 (37% compared with a target of 22%) and Priority 4 (60% compared with a target of 27%) exceeding their targets in this area.<sup>2</sup> Six per cent of Priority 2 participants and seven per cent of Priority 5 participants had a disability or long-term limiting illness, compared with targets of 15 per cent and 17 per cent respectively (Fig. 2.4 and Table 2.10).

Of those participants who had a disability or long-term limiting illness, 47 per cent had a physical disability, 37 per cent had a long-term illness and 27 per cent had a mental health problem (Table 2.10).

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<sup>2</sup> A higher proportion of participants are recorded as having a disability in the ESF Cohort Study compared with current Management Information. It is thought that this is due to differences in the questions asked of participants about disability. Appendix C provides details of the definition of disability used in the ESF Cohort Study.

**Table A19: Participants with a disability or LTLI**



A higher proportion of match participants (41%) in Priorities 1 and 4 had a disability or long-term limiting illness, compared with ESF participants (28%). By contrast, the Priority 2 and 5 ESF sample had a higher proportion of participants with a disability or long-term limiting illness than the match sample (8% compared with 5%) – this is perhaps related to the younger age profile of the Priority 2 match sample (as there tends to be a lower incidence of disability among younger people; Table 2.12). However, it is important to note that differences in the proportion of participants with a disability or long-term limiting illness by funding stream may also be linked to the type of courses being run by particularly providers and potentially in specific regions to target people who are economically inactive. Disability and long-term limiting illness status is a complex issue, which can be associated with gender and economic activity in addition to age.



Disability was associated with gender and age (Table 2.12). Female participants were more likely than male participants to have a disability (35% compared with 31%). Older people were also more likely to say they had a disability or LTLL – for example, 58 per cent of those aged over 50 had a disability or LTLL, compared with nine per cent of those aged 16-19.

**Table A20: Disability and LTLL by age and gender**

Disability	Age					Gender	
	16-19	20-24	25-34	35-49	50+	Male	Female
	%	%	%	%	%	%	%
No disability or LTLL	91	81	71	55	42	69	65
Any disability or LTL	9	19	29	45	58	31	35
<i>Unweighted bases</i>	<i>1,824</i>	<i>1,525</i>	<i>1,852</i>	<i>3,494</i>	<i>2,206</i>	<i>5,832</i>	<i>5,094</i>

Source: Wave 1 ESF Cohort Survey

The proportion of people with a disability or LTLL also varied by region. For example, in Priority 1, Merseyside (19%), the North East (21%) and South Yorkshire (23%) had the smallest proportions of participants with a disability or LTLL, while London (51%), the South West (47%) and the East Midlands (45%) had the highest proportions. The proportions of participants with a disability or LTLL in Priority 2 ranged from three per cent in the South West to 13 per cent in Yorkshire and the Humber (Tables 6.5 and 6.6, Appendix A).

**Table A 21: Multiple disadvantage by priority**

No. of Disadvantages	Priorities					Respondents
	1 %	2 %	4 %	5 %	Total %	
No disadvantage	15	64	13	61	23	3,273
1 disadvantage	29	26	23	30	28	3,207
2 disadvantages	25	8	32	8	23	2,335
3 disadvantages	19	2	23	1	16	1,399
4 disadvantages	9	0	7	0	8	548
5+ disadvantages	3	0	1	0	3	185
Unweighted bases	5,353	3,863	1,054	495		10,943

Source: ESF Wave 1 Cohort Survey (NatCen)

Missing Values have been excluded

**Table A 22: Participants with multiple disadvantages by gender**

No. of Disadvantages	Gender	
	Male %	Female %
No disadvantage	24	21
1 disadvantage	30	25
2 disadvantages	22	25
3 disadvantages	16	18
4 disadvantages	7	9
5+ disadvantages	3	3
Unweighted bases	5,844	5,103

Source: ESF Wave 1 Cohort Survey (NatCen)

Missing values have been excluded

**Table A 23: Multiple Disadvantage by Ethnic Group**

No. of Disadvantages	Ethnic groups					Total
	White %	Asian or Asian British %	Black or Black British %	Mixed race %	Chinese or other ethnic group %	
No disadvantage	27	0	0	0	0	23
1 disadvantage	31	14	17	28	13	28
2 disadvantages	21	29	32	24	17	23
3 disadvantages	14	33	24	26	25	16
4 disadvantages	5	13	20	16	34	8
5+ disadvantages	1	11	8	6	11	3
Weighted bases	8,937	761	804	247	119	10,947
Unweighted bases	9,240	736	551	214	119	10,947

Source: Wave 1 ESF Cohort Survey data (NatCen) – data not published in original report

**Table A 24: Multiple disadvantage by disability**

No. of Disadvantages	Disability		Total
	Participants without a disability %	Participants with a disability %	
No disadvantage	33		23
1 disadvantage	36	12	28
2 disadvantages	19	30	23
3 disadvantages	9	32	16
4 disadvantages	2	19	8
5+ disadvantages	1	7	3
Weighted bases	7,414	3,524	10,947
Unweighted bases	8370	2556	10,947

Source: Wave 1 ESF Cohort Survey data (NatCen) – data not published in original report

**Table A 25: Multiple disadvantage by age**

No. of Disadvantages	Age				
	16-19 %	20-24 %	25-34 %	35-49 %	50+ %
No disadvantage	31	36	24	17	0
1 disadvantage	42	32	28	25	14
2 disadvantages	17	20	25	26	25
3 disadvantages	9	9	15	19	33
4 disadvantages	1	2	5	10	21
5+ disadvantages	0	1	3	3	8
Unweighted bases	1,826	1,527	1,854	3,497	2,214

Source: ESF Wave 1 Cohort Survey (NatCen)

Missing values have been excluded