



England and Gibraltar European Social Fund (ESF) Convergence , Competitiveness and Employment Programme 2007-2013

ESF Gender Equalities and Equal Opportunities Mainstreaming - Progress Report 2013

March 2014

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1. Introduction

This report provides an update on the progress that has been made towards the aims, milestones and objectives of the national ESF gender equality and equal opportunities mainstreaming plan.

A brief description of each section of the report is provided below.

This report has a particular focus on Aim 1 of the ESF Gender Equality and Equal Opportunities Mainstreaming Plan which is to increase the female participation rate so that it reaches the target of 51% for the period covering the second half of the programme. This aim is in response to a specific request made by the European Commission and which are referred to in the 2011 ESF gender and equal opportunities mainstreaming report.

Section 2 of this report provides an analysis of the female participation rate in the first and second halves of the programme (so far) as well as an overview of the action taken by the ESF Co-Financing Organisations (CFOs) in response to the updated Action Note 70 that was issued in February 2013.

Section 3 also relates to Aim 1 of the ESG gender equality and equal opportunities plan and describes the progress that has been made towards the various milestones and objectives.

Section 4 provides management information on the overall progress that has been made towards the various equality participation targets as well as equality-related output and impact indicators. The data provided is cumulative from the beginning of the programme.

Section 5 provides an outline of progress that has been made towards Aims 2-4 of the ESF gender equality and equal opportunities mainstreaming plan.

Section 6 provides the conclusion's of this year's report.

Section 7 sets out a number of recommendations for taking further action forward.

Annex 1 contains examples of action taken by a Skills Funding Agency as described in their Action Note 70 reviews of April and October 2013.

Annex 2 contains a number of examples of projects providing specific support for women and disadvantaged groups.

Annex 3 provides a copy of Action Note 70 (update) that was issued to ESF CFOs in February 2013.

2. Female participation in the England ESF programme : an analysis of the female participation rate in the first and second halves of the programme and an overview of action taken in response to Action Note 70 (update)

Background

The European Commission has asked DWP ESF Division to report on the ESF programme's progress towards increasing the female participation rate to 51% for the second half of the programme period.

In order to make comparisons in performance between the two halves of the programme, the following periods have been selected:

- (i) January 2008-December 2011 (1st half of programme period)
- (ii) January 2012 – December 2015 (2nd half of programme period)

The two periods above were chosen to represent the two halves of the programme period because:

- the delivery of contracts didn't start until 2008;
- the current programme will continue to fund activities up until 2015; and
- contracts for the second half of the programme didn't start until 2012.

It should be noted that the data captured on INES for the second half of the programme are still small (representing about a third of the participants reported in the first half of the programme). This means that the data presented in this annex should be treated with some caution. It is too early to draw any conclusions with regards to trends in female participation.

Section 2 below gives an overview of the progress made towards the female participation rate for the second half of the programme. The data contained in tables 1 – 5 below show the data on the INES MI database up until November 2013.

Section 3 below provides an analysis of the action that CFOs have taken in

response to the Action Note 70 (update) that was issued to CFOs in February this year. It includes examples of action taken by CFOs in the period leading up to the April 'return' as well as further action taken in the period leading up to October 2013.

Progress made towards the female participation rate target during 2013.

Female participation rate at programme level

Table 1 shows that the female participation rate for the second half of the programme is currently 29%. The overall rate is **22 percentage points below the 51% target. Continuing action is needed to improve female participation.**

Table 2 shows that when NOMS data is excluded from the dataset, the female participation rate, at 39%, is 12 percentage points below the 51% target.

Female participation rate at programme and CFO level

Table 3 shows that, during the second half of the programme period, 63% of DWP CFO's participants were female – this is 12 percentage points above the 51% target.

Table 4 shows that 37% of the Skills Funding Agency's participants were female in the second half of the programme, which is 12 percentage points below the target.

Table 5 shows that 8% of NOMS CFO's participants are female in the second half of the programme period – which is 1 percentage point below the 9% points target set for this CFO (due to the male-dominated nature of the prison population).

Table 6 shows that the female participation rate for 'other' ESF provision is just two percentage points below the target of 51%.

Priority 1 and 4

Table 7 shows that the female participation rate in Priority 1 is currently 26%, representing a 15 percentage points below the 51% target. DWP CFO's ESF provision in Priority level 1 has the highest female participation rate (63%) which is 12 percentage points above the programme target. The ESF programme's 'other provision' has the second highest female participation rate (50%) in the second half of the programme (see Table 11). The Skill Funding Agency's Priority 1 provision has a female participation rate of 36% in the second half of the programme period which is 15 percentage points below the national target. Table 10 shows that NOMS CFO is 1 percentage point below their 9 percentage point target rate in the second half of the programme.

Table 15 shows that the female participation rate in Priority 4 is currently 37% which is 14 percentage points below the 51% target. DWP CFO has the highest female participation rate in the second half of the programme period (57% - 6 percentage points above the target of 51%) followed by 'other' provision (48%) – see tables 16 and 19 respectively. Table 17 shows that the Skills Funding Agency has achieved a female participation rate of 33% in the second half of the programme period (18 percentage points below the 51% target).

Annex 4 shows the 'regional' variation to the female participation rate in Priorities 1 and 4 for the Skills Funding Agency. It offers a 'snapshot' of performance in July 2013. It can be seen that the rate of female representation varies between the regions, from 32% in South Yorkshire to 45% in London which represents a 13 percentage point difference. Four of the regions are above the Skills Funding Agency's national average (38%) and they are: South East (40%) East Midlands (40%) Cornwall (42%) and London (45%). The regions with the lowest rates of female representation are: South Yorkshire (32%); North West (34%); Merseyside (35%); and Yorkshire and the Humber (36%).

Priority 2 and 5

Table 12 below shows that the female participation rate in Priority 2 is currently 39%, which is 12 percentage points below the programme target of 51%.

The Skill Funding Agency's female participation rate in Priority 2 in the second half of the programme period is 39% which is 12 percentage points below the 51% target (see table 13).

The female participation rate in 'other' provision in Priority 2 is 36% in the second half of the programme – which is 15 percentage points below the 51% target (see table 14).

Table 20 shows that the female participation rate in Priority 5 has exceeded the

female participation rate target of 51% by one percentage point (52%).

Table 22 shows that the female participation rate for 'other' provision in Priority 5 is 62% in the second half of the programme period. The Skills Funding Agency CFO has achieved a female participation rate of 49% in the second half of the programme period (see table 21).

Comparing Performance

Programme level

Tables 1-6 show performance, in terms of female participation rates, at national level and enable the following comparisons to be made:

- programme level performance overall (table 1 – see earlier comments)
- programme level performance , excluding NOMS contribution (table 2 – see earlier comments)
- programme level performance by CFO type (tables 3,4,5 and 6)
- programme level performance between first and second half of the programme periods

The CFO with the highest female participation rate at programme level is DWP CFO (63%) followed by "others" at 49% (see table 6). Although these have achieved the highest female participation rates, it should also be noted that they represent the two smallest CFOs in terms of the number of participants.

The Skill Funding Agency has the third highest female participation rate during the second half of the programme of 37% (see table 4) and NOMS, with its largely male prison population, has a female participation rate of just 8%. These are the two largest CFOs in terms of participant numbers and, between them, support 91% of the total number of programme participants so far.

When the latest participation rates are compared with those achieved in the first half of the programme at programme / CFO level, the latest figures show that: DWP and 'other' rates have increased (to 63% and 49% respectively) ; NOMS has stayed the same (at 8%) ; and Skills Funding Agency has fallen from 42% to 37% oints.

Priority / CFO level

Tables 7-10 help us to compare performance in terms of female participation rates for priority 1 by CFO type. It is clear that DWP CFO (table 8) and 'others' (table 11) have achieved the highest participation rates in level 1 of 63% and 50% respectively. The Skills Funding Agency is third with 36% (see table 9) and NOMs has the lowest female participation rate for level 1 with 8% (table

10).

Tables 15-19 allow similar comparisons in CFO performance to be made at Priority 4 level. Again, DWP CFO and 'others' have achieved the highest participation rates in Priority 4, with DWP CFO achieving 57% and 'others' achieving 48%. The Skills Funding Agency is third with 37% followed by NOMS CFO with 34%.

Table 13 shows that, for Priority 2, the Skills Funding Agency has achieved the highest female participation rate (39%) compared to 36% achieved by the 'others' category (table 14). Neither DWP CFO nor NOMs fund priority 2 activities.

Table 21 and table 22 show that for Priority 5 the 'other' category has achieved the highest female participation rate of 62% followed by the Skills Funding Agency which has achieved a female participation rate of 49% - just three percentage points below the 51% target. Again, these figures should be treated with some caution if wider comparisons are to be made (given that the percentages are derived from comparatively low base figures).

When we compare the latest female participation rates at Priority level with the rates achieved in the first half of the programme the latest rates are lower in priorities 1,2, and 4. The rate is one percentage point lower in Priority 5 – the only priority to exceed the 51% target.

The latest female participation rates at priority / CFO level are lower than for the first half of the programme period - except for: DWP CFO; 'others' in Priority 1 and 5; and NOMS in Priority 4.

In Priority 1, the Skills Funding Agency rate has fallen one percentage point from 37% to 36% (see table 8). The NOMs female participation rate has stayed the same in Priority 1 (8%). In Priority 2, the Skills Funding Agency CFO's female participation rate has fallen from 46% to 39% and the 'other' rate has falls from 46% to 39%. In Priority 4, the Skills Funding Agency CFO female participation rate has fallen from 45% to 33%.

Table 1: Female Participation - Programme level

	1st Half of ESF programme delivery (period January 2008 – December 2011)	2nd Half of ESF programme delivery (period January 2012 – December 2015)
(a) Total number of participants	3,168,705 Previously: 3,053,206	787,990 Previously: 373,957
(b) Total ESF participants	1,604,347 Previously: 1,604,712	528,232 Previously: 219,652
(c) Total both ESF and match participants	287,942 Previously: 137,301	45,601 Previously: 22,427
(d) Total match participants	1,276,416 Previously: 1,311,193	214,157 Previously: 131,878
(e) % of participants who are female i.e. % of (a)	37% Previously: 38%	29% Previously: 24%
(f) % ESF i.e. % of (b)	40% Previously: 40%	37% Previously: 34%
(g) % both ESF and match i.e. % of (c)	34% Previously: 42%	35% Previously: 29%
(h) % match i.e. % of (d)	35% Previously: 36%	7% Previously: 7%
Target	51%	51%

Source: DWP ESFD INES MI November 2013

NB Percentage figures are rounded

Table 2: Female Participation - Programme level (EXCLUDING NOMS data)

	1st Half of ESF programme delivery (period January 2008 – December 2011)	2nd Half of ESF programme delivery (period January 2012 – December 2015)
(a) Total number of participants	2,896,500 Previously: 2,790,321	523,066 Previously: 222,538
(b) Total ESF participants	1,570,055 Previously: 1,568,849	491,693 Previously: 206,339
(c) Total both ESF and match participants	274,911 Previously: 126,814	28,183 Previously: 13,258
(d) Total match participants	1,051,534 Previously: 1,094,658	3,190 Previously: 2,941
(f) % of participants who are female	40% Previously: 41%	39% Previously: 36%
(g) % ESF i.e. % of (a) above	40% Previously: 40%	39% Previously: 35%
(h) % both ESF and match i.e. % of (b) above	35% Previously: 44%	49% Previously: 41%
(i) % match i.e. % of (c) above	41% Previously: 42%	49% Previously: 49%
Target	51%	51%

Source: DWP ESFD INES MI November 2013

Table 3: Female participation at programme level by CFO : DWP

	1st Half of ESF programme delivery (period January 2008 – December 2011)	2nd Half of ESF programme delivery (period January 2012 – December 2015)
(a) Total number of participants	738,000 Previously: 737,974	29,560 Previously: 985
(b) Total ESF	272,390 Previously: 272,382	29,519 Previously: 944
(c) Total match	465,610 Previously: 465,592	41 Previously: 41
(d) % of total participants who are female i.e. % of (a) above	33% Previously: 33%	63% Previously: 37%
(e) % ESF funded (female) i.e. % of (b) above	33% Previously: 33%	63% Previously: 37%
(f) % match funded (female) i.e. % of (c) above	33% Previously: 33%	44% Previously: 44%
Target	51%	51%

Source: DWP ESFD INES MI November 2013

Table 4: Female participation at programme level by CFO: Skills Funding Agency

	1st Half of ESF programme delivery (period January 2008 – December 2011)	2nd Half of ESF programme delivery (period January 2012 – December 2015)
(a) Total number of participants	1,955,310 previously: 1,842,884	457,455 Previously: 204,580
(b) Total ESF	1,239,598 Previously: 1,238,408	455,242 Previously: 202,367
(c) Total match	565,223 Previously: 604,476	2,213 Previously: 2,213
(d) % of total participants who are female i.e % of (a) above	42% Previously: 44%	37% Previously : 35%
(e) % ESF (female) i.e. % of (b) above	42% Previously: 42%	37% Previously: 35%
(f) % match (female) i.e. % of (c) above	48% Previously: 48%	47% Previously 47%
Target	51%	51%

Source: DWP ESFD INES MI November 2013

Table 5: Female participation at programme Level by CFO: NOMS

	1st Half of ESF programme delivery (period January 2008 – December 2011)	2nd Half of ESF programme delivery (period January 2012 – December 2015)
(a) Total number of participants	272,205 Previously: 262,885	264,924 Previously: 151,419
(b) Total ESF	34,292 Previously: 35,863	36,539 Previously: 13,313
(c) Total both ESF and match	13,031 Previously: 10,487	17,418 Previously: 9,169
(d) Total match	224,882 Previously: 216,535	210,967 Previously: 128,937
(e) % of participants who are female i.e. % of (a) above	8% Previously: 8%	8% Previously: 7%
(f) % ESF i.e. % of (b) above	13% Previously: 13%	12% Previously: 12%
(g) % both ESF and match i.e. % of (c) above	13% Previously: 12%	11% Previously: 12%
(h) % match i.e % of (d) above	7% Previously: 7%	7% Previously: 6%
Target	51%	51%

Source: DWP ESFD INES MI November 2013

Table 6: Female participation at programme level - 'other'

	1st 'Half' of ESF programme delivery (period January 2008 – December 2011)	2nd Half of ESF programme delivery (period January 2012 – December 2015)
(a) Total number of participants	203,190 Previously: 209,463	36,051 Previously: 16,973
(b) Total ESF	58,067 Previously: 58,059	6,932 Previously: 3,028
(c) Total both ESF and match	124,422 Previously: 126,814	28,183 Previously: 13,258
(d) Total match	20,701 Previously: 24,590	936 Previously: 687
(e) % of participants who are female	45% Previously: 46%	49% Previously: 43%
i.e. % of (a) above		
(f) % ESF	45% Previously: 46%	47% Previously: 50%
(g) % both ESF and match	44% Previously : 44%	49% Previously: 41%
(h) % match	50% Previously : 60%	54% Previously : 57%
Target	51%	51%

Source: DWP ESFD INES MI November 2013

Table 7: Female Participation - Priority Level 1

	1st `Half' of ESF programme delivery (period January 2008 – December 2011)	2nd Half of ESF programme delivery (period January 2012 – December 2015)
(a) Total number of Priority 1 participants	1,998,076 Previously: 1,996,812	656,057 Previously: 316,168
(b) Total ESF	965,191 Previously: 965,683	401,013 Previously: 165,318
(c) al both ESF and match	100,005 Previously: 99,773	42,271 Previously: 20,246
(d) total match	932,880 Previously: 931,356	212,773 Previously: 130,604
(e) % of participants who are female i.e. % of (a) above	32% Previously: 33%	26% Previously: 21%

Source: DWP ESFD INES MI November 2013

Table 8: Female participation rate for Priority 1- DWP CFO

	1st `Half' of ESF programme delivery (period January 2008 – December 2011)	2nd Half of ESF programme delivery (period January 2012 – December 2015)
(a) Total number of P1 DWP CFO participants	722,889 Previously: 723,097	28,214 Previously: 980
(b) Total ESF	263,705 Previously: 262,696	28,173 Previously: 939
(c) Total match	459,184 Previously: 459,401	41 Previously: 41
(d) % of DWP participants who are female	33%	63%
i.e. % of (a) above	Previously: 33%	Previously: 37%
(e) % ESF	33%	63%*
i.e. % of (b) above	Previously: 33%	Previously: 37%
(f) % match	33%	44%
i.e. % of (c) above	Previously: 33%	Previously: 44%

Source: DWP ESFD INES MI November 2013

Table 9: Female participation rate for Priority 1 - Skills Funding Agency CFO

	1st `Half' of ESF programme delivery (period January 2008 – December 2011)	2nd Half of ESF programme delivery (period January 2012 – December 2015)
(a) Total number of P1 Skills Funding Agency participants	853,907 Previously: 859,442	332,922 Previously: 150,450
(b) Total ESF participants	621,781 Previously: 620,705	331,901 Previously: 149,429
(c) Total match participants	232,126 Previously: 238,737	1,021 Previously: 1,021
(d) % of Skills Funding Agency participants who are female i.e. % of (a) above	37% Previously: 37%	36% Previously: 34%
(e) % ESF who are female i.e. % of (b) above	36% Previously: 36%	36% Previously: 34%
(f) % match who are female i.e. % of (c) above	40% Previously: 40%	46% Previously: 46%

Source: DWP ESFD INES MI November 2013

Table 10: Female participation rate for Priority 1 - NOMS CFO

	1st `Half' of ESF programme delivery (period January 2008 – December 2011)	2nd Half of ESF programme delivery (period January 2012 – December 2015)
(a) Total number of P1 NOMS participants	272,000 Previously: 262,677	264,525 Previously: 151,303
(b) Total ESF	34,217 Previously: 35,863	36,204 Previously: 13,215
(c) Total both ESF and match	13,031 Previously: 10,487	17,418 Previously: 9,169
(d) Total match	224,752 Previously: 216,402	210,903 Previously: 128,919
(e) % of NOMS participants who are female i.e. % of (a) above	8% Previously: 8%	8% Previously: 7%
(f) % ESF i.e. % of (b) above	13% Previously: 13%	12% Previously: 12%
(g) % both ESF and match i.e. % of (c) above	13% Previously: 12%	12% Previously: 12%
(h) % Match i.e. i.e. % of (d) above	7% Previously: 7%	7% Previously: 6%

Source: DWP ESFD INES MI November 2013

Table 11: Female participation rate for Priority 1 – ‘other’

	1st `Half` of ESF programme delivery (period January 2008 – December 2011)	2nd Half of ESF programme delivery (period January 2012 – December 2015)
Total number of P1 ‘other’ participants	149,280 Previously: 151,596	30,396 Previously: 13,435
Total ESF	45,488 Previously: 45,494	4,735 Previously: 1,735
Total both ESF and match	86,974 Previously: 89,286	24,853 Previously: 11,077
Total match	16,818 Previously: 16,816	808 Previously: 623
% of ‘other’ participants who are female i.e. % of (a) above	46% Previously: 46%	50% Previously: 43%
% ESF i.e. % of (b) above	48% Previously: 48%	43% Previously: 45%
% both ESF and match i.e. % of (c) above	44% Previously: 43%	51% Previously: 42%
% Match i.e. % of (d) above	53% Previously: 53%	53% Previously: 56%
Target	51%	51%

Source: DWP ESFD INES MI November 2013

Table 12: Female participation rate for Priority 2

	1st `Half' of ESF programme delivery (period January 2008 – December 2011)	2nd Half of ESF programme delivery (period January 2012 – December 2015)
(a) Total number of Priority 2 participants	1,060,496 Previously: 950,406	114,573 Previously: 50,645
(b) Total ESF	555,963 Previously: 555,902	110,112 Previously: 47,318
(c) Total both ESF and match	181,564 Previously: 36,468	3,260 Previously: 2,126
(d) Total match	322,969 Previously: 358,036	1,201 Previously 1,201
(e) % of participants who are female i.e. % of (a) above	46% Previously: 49%	39% Previously: 37%

Source: DWP ESFD INES MI November 2013

Table 13: Female participation rate for Priority 2 - Skills Funding Agency CFO

	1st Half of ESF programme delivery (period January 2008 – December 2011)	2nd Half of ESF programme delivery (period January 2012 – December 2015)
(a) Total number of P2 Skills Funding Agency participants	1,010,991 Previously: 896,935	110,939 Previously: 48,320
(b) Total ESF	545,864 Previously: 545,803	109,747 Previously: 47,128
(c) Total both ESF and match	145,171 -	-
(d) Total match	319,956 Previously: 351,132	1,192 1,192
(e) % of Skills Funding Agency participants who are female i.e. % of (a) above	46% Previously: 49%	39% Previously: 38%
(f) % ESF female i.e. % of (b) above	46% Previously: 46%	39% 37%
(g) % both ESF and match i.e. % of (c) above	27% -	-
(h) % Match female i.e. % of (d) above	53% Previously: 53%	48% 48%

Source: DWP ESFD INES MI November 2013

Table 14: Female participation rate for Priority 2 – ‘other’

	1st `Half' of ESF programme delivery (period January 2008 – December 2011)	2nd Half of ESF programme delivery (period January 2012 – December 2015)
(a) Total number of P2 `other' participants	49,505 Previously: 53,471	3,634 Previously: 2,325
(b) Total ESF	100,099 Previously: 10,099	365 Previously: 190
(c) Total both ESF and match	36,393 Previously: 36,468	3,260 Previously: 2,126
(d) Total match	3,013 Previously: 6,904	9 Previously: 9
(e) % of `other' participants who are female i.e. % of (a) above	43% Previously: 48%	36% Previously: 35%
(f) % ESF i.e. % of (b) above	33% Previously: 33%	39% Previously: 46%
(g) % both ESF and match i.e. % of (c) above	46% Previously: 46%	35% Previously: 34%
(h) % Match i.e. % of (d) above	33% Previously: 76%	100% Previously: 100
(i) Target	51%	51%

Source: DWP ESFD INES MI November 2013

Table 15: Female participation rate for Priority 4

	1st `Half' of ESF programme delivery (period January 2008 – December 2011)	2nd Half of ESF programme delivery (period January 2012 – December 2015)
(a) Total number of Priority 4 participants	39,687 Previously: 39,718	8,332 Previously: 2,936
(b) Total ESF	30,334 Previously: 30,338	8,268 Previously: 2,918
(c) Total both ESF and match	164 Previously: 166	0 Previously: 0
(d) Total match	9,179 Previously: 9,214	64 Previously: 18
(e) % of participants who are female i.e. % of (a) above	42% Previously: 42%	37% Previously: 34%

. Source: DWP ESFD INES MI November 2013

Table 16: Female participation rate for Priority 4 - DWP CFO

	1st Half of ESF programme delivery (period January 2008 – December 2011)	2nd Half of ESF programme delivery (period January 2012 – December 2015)
Total number of P4 DWP participants	15,111 Previously: 14,877	1,346 Previously: 5
Total ESF	8,685 Previously: 8,686	1,346 Previously: 5
Total match	6,426 Previously: 6,191	0 Previously: 0
% of DWP participants who are female	38% Previously: 37%	57% Previously: 40%
% ESF	33% Previously: 33%	57% Previously: 40%
% match	44% Previously: 44%	0 Previously: 0%

Source: DWP ESFD INES MI November 2013

Table 17: Female participation rate for Priority 4 - Skills Funding Agency

	1st Half of ESF programme delivery (period January 2008 – December 2011)	2nd Half of ESF programme delivery (period January 2012 – December 2015)
(a) Total number of P4 Skills Funding Agency participants	23,592 Previously: 24,212	6,200 Previously: 2,444
(b) Total ESF	21,329 Previously: 21,322	6,200 Previously: 2,444
(c) Total match	2,623 Previously: 2,890	0 Previously: 0
(d) % of P4 Skills Funding Agency participants who are female i.e. % of (a) above	45% Previously: 45%	33% Previously: 33%
(e) % ESF i.e. % of (b) above	45% Previously: 45%	33% Previously: 33%
(f) % match i.e. % of (c) above	43% Previously: 45%	0 Previously 0%

Source: DWP ESFD INES MI November 2013

Table 18: Female participation rate for Priority 4 - NOMS

	1st Half of ESF programme delivery (period January 2008 – December 2011)	2nd Half of ESF programme delivery (period January 2012 – December 2015)
(a) Total number of P4 NOMS participants	205 Previously: 208	399 Previously: 116
(b) Total ESF	75 Previously: 75	335 Previously: 98
(c) Total match	130 Previously: 133	64 Previously: 18
(d) % of P4 NOMS participants who are female i.e. % of (a) above	11% Previously: 11%	34% Previously: 12%
(e) % ESF i.e. % of (b) above	7% Previously: 7%	7% Previously: 8%
(f) % Match i.e. % of (c) above	14% Previously: 14%	23% Previously: 33%

Source: DWP ESFD INES MI November 2013

Table 19: Female participation rate for Priority 4 - 'Others'

	1st `Half' of ESF programme delivery (period January 2008 – December 2011)	2nd Half of ESF programme delivery (period January 2012 – December 2015)
(a) Total number of P4 `other' participants	419 Previously: 421	387 Previously: 371
(b) Total ESF	255 Previously: 225	387 Previously: 371
(c) Total both ESF and match	164 Previously: 166	0 0
(d) Total match	0 0	0 0
(e) % of `other' participants who are female i.e. % of (a) above	52% Previously: 51%	48% Previously: 48%
(f) % ESF i.e. % of (b) above	49% Previously: 49%	48% Previously: 48%
(g) % both ESF and match i.e. % of (c) above	56% Previously 55%	0% -
(h) % Match i.e. % of (d) above	0% -	0%
(i) Target	Previously: 51%	Previously: 51%

Table 20: Female participation rate for Priority 5

	1st Half of ESF programme delivery (period January 2008 – December 2011)	2nd Half of ESF programme delivery (period January 2012 – December 2015)
(a) Total number of Priority 5 participants	70,446 Previously: 66,270	9,028 Previously: 4,208
(b) Total ESF	52,849 Previously: 52,789	8,839 Previously: 4,098
(c) Total both ESF and match	6,209 Previously: 894	70 Previously: 55
(d) Total match	11,388 Previously: 12,587	119 55
(e) % of participants who are female i.e. % of (a) above	53% Previously: 55%	52% Previously: 53%

Source: DWP ESFD INES MI November 2013

Table 21: Female participation rate for Priority 5, Skills Funding Agency

	1st `Half' of ESF programme delivery (period January 2008 – December 2011)	2nd Half of ESF programme delivery (period January 2012 – December 2015)
(a) Total number of P5 Skills Funding Agency participants	66,460 Previously: 62,295	7,394 Previously: 3,366
(b) Total ESF	50,624 Previously: 50,578	7,394 Previously: 3,366
(c) Total match	10,518 Previously: 11,717	0 0
(d) % of Skills Funding Agency participants who are female i.e. % of (a) above	53% Previously: 55%	49% Previously: 51%
(e) % ESF i.e. % of (b) above	57% Previously: 57%	49% Previously: 51%
(f) % match i.e. % of (c) above	48% Previously: 46%	-

Source: DWP ESFD INES MI November 2013

Table 22: Female participation rate – Priority 5 ‘Others’

	1st `Half` of ESF programme delivery (period January 2008 – December 2011)	2nd Half of ESF programme delivery (period January 2012 – December 2015)
(a) Total number of P5 `other` participants	3,986 Previously: 3,975	1,634 Previously: 842
(b) Total ESF	2,225 Previously: 2,211	1,445 Previously: 732
(c) Total both ESF and match	891 Previously: 894	70 Previously: 55
(d) Total match	870 Previously: 870	119 55
(e) % of `other` participants who are female i.e. % of (a) above	55% Previously: 55%	64% Previously: 62%
(f) % ESF i.e. % of (b) above	56% Previously: 56%	64% Previously: 62%
(g) % both ESF and match i.e. % of (c) above	54% Previously: 54%	64% Previously: 64%
(h) % Match i.e. % of (d) above	53% Previously: 53%	61% Previously 58%
(i) Target	51%	51%

Source: DWP ESFD INES MI November 2013

Action taken by CFOs during 2013 (in response to the updated Action Note 70)

Action Note 70 was originally sent out to CFOs by ESF Division in February 2012 and it required them to:

- (i) identify providers / provider contracts not achieving the 51% female participation target;
and
- (ii) prepare a review schedule for providers not achieving the 51% female participation rate.

Although CFOs made good progress in identifying a baseline of providers to include in the review schedule, the fact that many contracts were coming to an end and the timing of the second round of contracts meant that hardly any reviews actually took place in 2012.

An updated Action Note 70 was issued to CFOs in February 2013, requiring them to submit two progress reports on the reviews that they have had with providers and the action that has been agreed to try to increase the female participations rate. CFOs were asked to report at the end of April and end of October 2013. A gender equality good practice checklist was included as an annex to the Action Note to help CFOs develop their reviews with providers. This checklist was based upon the ESF gender equality good practice guidance that was published in March 2012.

This report summarises:

- the details of the reviews undertaken in the periods leading up to April and October 2013;
and
- action agreed between CFOs and providers in April and October 2013.

CFO Reviews

All of the CFOs responded to Action Note 70 (update) by submitting returns in April and October 2013 - with the exception of Luton Council (who only submitted a return in October 2013).

A comparison of tables 23 and 24 shows that:

- 73 providers / provider contracts had achieved the 51% female participation rate in April compared to 77 in October;
- 34 providers were excluded from the review in April - 29 of these were Skills Funding Agency apprenticeship grant payments that targeted employers and so were excluded from the review process;
- the number of providers excluded from the review was 92 in October 2013 – representing an increase of 58 - the Skills Funding Agency accounted for 65 of these exclusions with contract closures and suspensions of recruitment being the most common reasons for exclusion;

- 223 providers / contracts were reviewed by April 2013 and 147 were reviewed in October; (Most of the reviews in October were follow-up reviews of those reviewed in April 2013.)
- an estimated 146 reviews will need to be undertaken by April 2014

DWP CFO did not conduct any reviews because all of their providers have exceeded the 51% female participation target rate. It should be noted that participant take-up has been lower than expected for DWP CFO provision.

The Skills Funding Agency provided a substantial response to the Action Note 70 (update) and supplied an extensive list of examples of action agreed by their providers. New quarterly review arrangements were introduced in late 2012 and early 2013, which included reviews of equality results. Although the Skills Funding Agency has always monitored performance, the amount of time dedicated to performance review, as well as equality targets, has increased.

NOMS CFO has an agreed female participation rate target of 9% which reflects the female offender population. NOMS CFO explained in their Action Note 70 (update) return in April that the female participation rate is reviewed on a monthly basis by the operational performance manager and the provider. All but one of their providers is achieving the 9% target.

Examples of action agreed and follow –up action undertaken to try to increase female participation

NOMS CFO

Monthly and quarterly review meetings are held between NOMs and the probation providers. South Yorkshire Probation has not reached the 9% female participation target. The provider is approaching this issue by undertaking a review of the number of women offenders subject to statutory provision on the whole of the provider case load so they can ensure a more strategic approach. Related to this, the provider has engaged with the `Tomorrows Women' programme and, as a result, has started to see an increase in female participation. October's performance figures showed a one percentage point increase to 6% which was an increase of 5 new women joining the project in a month (the overall monthly starter target is 14). This meant that female starts in September consisted of nearly 36% of the month's target. In summary, although the overall percentage is moving slowly, the actual number of women joining the project in relation to starter targets is encouraging and does indicate that South Yorkshire Probation is making a concerted effort to reach the required target.

Skills Funding Agency

See Annex 1 for an extensive list of actions taken by April and October (supplied by SFA)

London Councils

Three of the 5 projects on the review list have increased their female participation rate in the last quarter:

- Outsource Vocational Learning has increased its female participation rate by 5 percentage points (FPR is now 38%);
- `Prospects' project has increased its female participation rate by seven percentage points (FPR is now 45%); and
- the `REDS ' project has increased its female participation rate by 2% points (REDS targets the construction sector and 72 of the 79 participants are male).

Greater London Authority

The equality targets for GLA provision were set before Action Note 70 was issued. One project, 3SC (ESF1-Integr8) has exceeded its female participation rate of target of 35%. The two Remploy projects are both working with local authorities and colleges to try to identify clients. Both projects are within 10 percentage points of their target of 42%. The GLA will continue to discuss female participation with Remploy but the issue is the general availability of the cohort rather than a gender-specific recruitment issue. The NACRO projects target young offenders and the cohorts for these projects are almost exclusively male - so there is very little that can be done within the scope of the existing contracts. The Prevista (Realising Ambitions) project will be reviewed in 2014.

East Midlands Local Authority Consortium

Grantham College (Priority 2) currently has a female participation rate of 25%. A number of staff changes have impacted on the recruitment rate onto the scheme and this education is recruitment has affected the female participation rate. The College is planning a further recruitment drive during October to December and will try to increase the number of female participants onto the training programme.

The North East Group (HLS Lincolnshire County Council) had overachieved in terms of female participation up until last quarter but this performance level has dropped. A new recruitment round is planned. Over 60% of the industries supported by this higher level skills programme are based in the construction sector. The recruitment will now focus more on hospitality and management areas.

New College Nottingham has had its contract extended until 30 April 2014. The college has been asked to increase the recruitment target for women as part of the contract extension conditions.

Table 23: Summary of Action Note 70 Update Returns (April 2013)

CFO	No. of providers / provider contracts achieving 51% (9% NOMS) FPR & therefore excluded from review list	No of providers excluded from review list for other reasons	No. of providers to be reviewed	No. reviewed	Estimated number to be reviewed again by end of October 2013 <u>if no change / improvement in performance</u>
DWP	8	0	0	0	0
Skills Funding Agency	32	29	212	212	212
NOMS	8	0	1	1	1
Central Bedfords hire Council	2	1	2	3	2
GLA	0	3	4	4	4
London Councils	23	1	3	0	3
EMLAC	0	0	3	3	3
Luton Council	No response	No response	No response	No response	No response
Total	73	34	225	223	225

Table 24: Summary of Action Note 70 Returns (October 2013)

CFO	Number of providers / contracts achieving 51% (9% for NOMS) and excluded from review list	Number of providers / contracts excluded for other reasons	<u>Estimated</u> number of providers / contracts to be reviewed (as identified in April 2013) See table XX above	Number of providers / contracts <u>actually</u> reviewed by October 2013	<u>Estimated</u> number of providers to be reviewed in 2014? (assuming similar level of performance is maintained)
DWP	8	0	0	0	0
Skills Funding Agency	25	65*	212	135	135
NOMS	7	0	1	1	1
Central Bedfordshire Council	1	0	2	2	2
GLA	0	6	1	1	1
London Councils	32	1	5	5	5
EMLAC	4	9	4	4	3

Luton Council	0	11	0	0	0
Total	77	92	225	148	147

- *NB SFA `other reasons' includes : (i) 4 contracts closing (ii) 37 contracts coming to a close in December 2013; (iii) 18 contracts where recruitment has ceased; (iv) 6 contracts where nature of provision makes taking positive action impractical.

3: Progress towards the milestones on Aim 1 of the ESF gender equality and equal opportunities mainstreaming plan

Aim 1 of the ESF gender equality and equal opportunities mainstreaming plan is:

“ To increase the female participation rate to 51% in the second half of the programme”.

Aim 1 and its related milestones make up nearly 75% of the ESF equality mainstreaming plan – which indicates the importance which is attached to this aim. This section of the report focuses on the progress that has been made towards achieving Aim 1’s milestones and objectives.

Milestone 1.1: Managing Authority (MA) to issue Action Note to CFOs requiring them to: identify providers achieving / not achieving 51% female participation rate; identify number of providers to be reviewed for female participation (i.e. construct a review list);and to agree action with providers on review list where appropriate;

Progress so far

An updated Action Note 70 was issued to CFOs on 22 January 2013 requiring them to: (i) identify providers who were failing to achieve a target of 51% and (ii) to identify which of these providers should be subject to review in future where appropriate.

CFOs were asked to submit two Action Note 70 `returns’ – one at the end of April and one at the end of October 2013.

All of the CFOs provided returns in April and May (except Luton Borough Council who did not submit a return in April 2013).

In April, 225 providers / contracts had been identified as being suitable for further review, and action was taken in relation to 223 of these.

In October the number of providers identified for review had reduced to 148. Table 7 above provides further details on the reasons for the reduction in reviews – but the commonest reasons were contracts coming to an end or recruitment limits being reached.

Issues arising:

It is clear that CFOs will need to continue reviewing female participation into 2014 and to continue encouraging providers to take appropriate action. A further Action Note 70 (update) will need to be issued in the New Year, with returns required by end of April and October 2014.

The latest returns submitted by the CFOs include some useful examples of action that projects are taking and it will be useful to disseminate or share case studies / project examples of action being taken on the ESF News website.

Such case studies should be put into an annex and sent out with next years Action Note 70 (update) as a way of sharing ideas and good practice with other providers.

Milestone 1.2: The Managing Authority to prepare and submit progress reports on female participation rate to: (i) the European Commission; (ii) the national ESF Programme Monitoring Committee; (iii) the gender equality and equal opportunities sub committee; (iv) wider ESF partnership via web / publicity links

Progress so far:

A female participation progress report was presented to the national PMC in September 2012. It highlighted the performance of the programme as well as the action undertaken by the CFOs in response to Action Note 70.

The latest results from the second tranche of Action Note 70 returns is presented in the 2013 ESF Gender Equality and Equal Opportunities Progress report and will be presented to the national equal opportunities sub committee in December 2013.

An updated progress report was circulated to the sub committee in early March 2014.

Issues arising:

Although standard reports comparing female participation rate for the first and second halves of the programme have been developed and are now available at programme and priority level, there is an issue in terms of the availability of data at programme / priority level **by CFO and funding type.**

The MI database is dependent upon an external contractor and recent changes to the contractors responsible for the database have resulted in delays in completing this work.

The Managing Authority is exploring all options with the contractor. It may be necessary for the ESF Evaluation Team to produce the CFO / Funding Type/ Priority / breakdown using a statistical software package if a commercial solution is not possible.

Milestone 1.3: The Managing Authority to produce an updated national ESF gender good practice guide

Progress so far

The new guide was published in booklet and digital format in March 2012
The good practice checklist was adapted and used in Action Note 70 to help inform provider reviews.

Milestone 1.4: To set up and deliver two national ESF gender equality workshops to consider what action can be taken to try to increase the female participation rate 51% during the second half of the programme. (CFOs to run internal seminars or workshop where they feel this is necessary.)

Progress so far:

Two workshops were run in November 2012 and the report of the workshops was published on ESF works.

Issues arising:

The Managing Authority will consult with CFOs to see if there is any further need for workshops to be run. It does appear that an extensive number of reviews have been held with providers so it is not clear whether any further workshops are really necessary.

Milestone 1.5: To review the performance of DWP CFO's new provision for troubled families in Priority 1 in terms of achieving the female participation rate 2013. If there is any significant underperformance in achieving the target, the Managing Authority and DWP CFO to organise a workshop with key stakeholders to investigate reasons for any underperformance in this area and agree action as necessary. (This may include drawing upon any emerging evidence from the evaluation of this provision).

Progress so far:

DWP CFO has reported in April and October 2013 that all of the providers involved in delivering the new provision for troubled families are exceeding the 51% female participation rate.

Given the level of performance achieved so far, it does not seem necessary to run any special workshops for this provision

Milestone 1.6: To communicate the aims, milestones and objectives set out in this mainstreaming plan, highlighting the issue of increasing female participation and the progress that is being made and sharing ideas for action

Progress so far:

A major article on the importance of promoting gender equality was published on ESF News on December 27 2012 : <http://www.dwp.gov.uk/esf/news/promoting-gender-equality.shtml>

This was followed by the issuing of Action Note 70 (update) on 22 January to all CFOs : <http://www.dwp.gov.uk/docs/action-note-070-12.pdf>. The Action Note was e-mailed to all CFOs and was published on the ESF website. The Action Note incorporated a gender good practice checklist (derived from the good practice guidance published in March 2012).

In February the gender equality mainstreaming progress plan and progress report were published on the website and advertised via the ESF Newsletter for February.

In late May the ESF Leader awards, including the 2013 ESF Gender Equality

Leader Award were launched.

ESF News featured a number of good practice / female-targeted case studies during the year:

- [Issue 34](#) Milliner in demand
- [Issue 30](#) Cutting gardens cultivate community engagement
- [Issue 27](#) Raising Aspirations
- [Issue 24](#) Wild Women's Hour

The ESF Works website published a number of gender-related themes articles in June 2013 including the report on the gender equality workshops held in November 2012.

Issues arising

It will be useful to publish an update on the progress that is being made towards reaching the female participation rate of 51% in the second half of the year, highlighting the shortfall that still exists.

The Action Note 70 returns for 2013 include a wide range of approaches being taken by providers to try to increase female participation and it will be useful to share these ideas across the programme. This dissemination could be done internally by CFOs. There may also be scope for the Managing Authority to work with the CFOs to prepare a number of case studies or a list of examples of good practice that could be published on the ESF website / ESF News.

The criteria for the 2014 ESF Gender Equality Award could also be changed so that they place greater emphasis on rewarding projects that increase female participation.

4. Progress towards the key programme equality targets – overall programme results so far

This section of the report provides an overview of the programme's cumulative performance in terms of achieving the equality targets since the start of the programme.

Table 25 below provides an overview of progress towards the equality targets for the ESF programme and uses the latest data available from the DWP INES database (August 2013).

The table shows that the overall female participation percentage target is 37% (a 1% point increase since 2012 – but 14 percentage points below the original 51% target).

However, good overall progress has been maintained in terms of: the participation targets for:

- participants from ethnic minorities (exceeding the 19% target by 1 percentage point);
- participants with disabilities and health conditions (3% points below target); and
- participants aged 50 or over (2 percentage points below target).

Table 25: Progress towards key programme equality targets

OP Indicator Reference Number.	Programme Indicator	Target	Cumulative achievement	Difference +/-
1.	Total number of participants	1,790,000	5,464,341	+3,674,341
8.	Female participants	51%	37%	-14% points
7.	Participants from ethnic minorities	19%	20%	+1 % point
5.	Participants with disabilities or health conditions	19%	16%	-3% points
6.	Participants aged 50 or over	19%	17%	-2% points

Source: DWP ESF `INES' August 2013

Table 26: Progress towards key employment and skills indicators for protected groups

	In work on leaving (ESF OP priorities 1 and 4 only)	Gained basic skills on leaving	Gained full qualification at level 2 or above on leaving
Target 2007-13	201,000	160,000	174,000
Cumulative achievement	551,852	150,054	437,259
% female	40%	51%	47%
% disabled	15%	11%	9%
% aged 50 or over	13%	12%	16%
% ethnic minority	18%	27%	16%

Source: DWP ESF `INES' Database August 2013

The table above provides data on the extent to which ESF has helped the different protected groups make progress towards getting a job or achieving skills.

The target for those entering work on leaving ESF was 201,000. This target has been exceeded by 335,852 so far (cumulative total of 551,852).

More men than women enter work on leaving (60% compared to 40% female). although women appear to out-perform men in terms of achieving basic skills (51% women compared to 49% men).

Nearly half of women achieved level 2 qualifications on leaving (47%).

Participants aged 50+ are the lowest achievers in terms of finding work on leaving (13%).

Although 15% of disabled people entered work on leaving ESF, they were less likely to achieve basic skills (11%) and level 2 qualifications (9%) than other groups.

Key Equality Targets By Priority

Table 27: Progress towards equality targets - Priority 1

OP Indicator Reference Number.	Programme Indicator	Target	Cumulative achievement	Difference +/- (% points)
1.1	Participants	887,000	4,109,151	+3,222,151
1.5	Disabled	22%	18%	-4% points
1.7	Aged 50 plus	18%	16%	-2% points
1.8	Ethnic minorities	25%	21%	-4% points
1.9	Female	51%	34%	-17% points

Source: DWP INES ESF Database (August 2013)

The total number of participants in Priority 1 since the start of the programme is 4,109,151. The total number of participants target has therefore been exceeded by 3,222,151.

The table above describes overall progress towards the equality targets since the start of the programme.

In Priority 1, the largest shortfall is for female participation (17 percentage points below the programme's 51% target) followed by participants from ethnic minorities and participants who are disabled (4 percentage points below target)

The participation rate for people aged 50+ is two percentage points above target in Priority 1.

Table 28: Priority 1: 'In work on leaving' indicators (no targets)

OP Indicator Reference Number.	Programme Indicator	Target	Cumulative achievement
1.10a	In work on leaving	195,000	541,000

1.10b	In work on leaving (% of leavers)	22%	14%
	<i>Of whom.....</i>		
	Female	N/A	40%
	Disabled	N/A	15%
	50+	N/A	13%
	Ethnic Minority	N/A	18%

Source: DWP INES ESF Database (August 2013)

22% of Priority 1 leavers were in work on leaving. Of these, 60% were male and 40% were female (a 5 % point increase for females since 2012). 15% of leavers in work on leaving were disabled and 18% were from ethnic minorities. 13% of participants aged 50+ entered work on leaving Priority 1.

Table 29: Progress towards equality targets – Priority 4

OP Indicator Reference Number.	Programme Indicator	Target	Cumulative achievement	Difference +/- (% points)
4.1	Participants	24,500	65,702	+41,202
4.5	Disabled	27%	43%	+16% points
4.7	Aged 50 plus	30%	19%	-11% points
4.8	Ethnic minorities	1%	2%	+1% points
4.9	Female	51%	41%	-10% points

Source: DWP INES ESF Database (August 2013)

Table 29 above shows that the target number of participants for Priority 4 (24,500) has been exceeded by 41,202.

The proportion of female participants is 10 percentage points below the target of 51%. Participants with disabilities and those from ethnic minorities have exceeded the programme targets by 16 percentage points and one percentage point respectively.

Participants aged 50+ make up 19% of Priority 4 participants (compared to a target of 30%). The participation rate for participants aged 50+ at programme level is 16%.

Table 30: 'In work on leaving' indicators (no targets) – Priority 4

OP Indicator Reference	Programme Indicator	Cumulative achievement
------------------------	---------------------	------------------------

Number.		
4.15	In work on leaving (as % of all leavers)	12%
	<i>Of whom.....</i>	
	Female	32%
	Disabled	21%
	50+	17%
	Ethnic Minority	2%

Source: DWP INES ESF Database (August 2013)

The table above shows that an eighth of all Priority 4 leavers are in work on leaving.

Participants from ethnic minorities make up only 1 percentage point of those in work on leaving. This reflects the small ethnic minority population in the South West.

Table 31: Progress towards equality targets - Priority 2

OP Indicator Reference Number.	Programme Indicator	Target	Cumulative achievement	Difference +/- (% points)
2.1	Participants	825,000	1,209,059	384,059
2.5	Disabled	15%	7%	-8% points
2.6	Aged 50 plus	20%	19%	-1% point
2.7	Ethnic minorities	13%	16%	+3% points
2.8	Female	50%	45%	-5% points

Source: DWP INES ESF Database (August 2013)

Table 31 above shows that the total number of participants for priority 2 has exceed the Priority's target of 825,00 by 384,059.

The female participation rate is only 5 percentage points below the 50% target for Priority 2.

The proportion of disabled participants in Priority 2 is 8 percentage points below the target of 15%.

The proportion of ethnic minority participants is three percentage points above

target.

Table 32 below shows that 33% of Priority 2 participants achieve basic skills. Over half of the participants gaining basic skills were female (54%). Over a quarter of those gaining basic skills were participants from ethnic minorities (28%).

Nearly half of the participants achieving level 2 qualifications were female (45%). A fifth of participants achieving level 2 qualifications were aged 50+.

Table 32: `Gained basic skills' indicators (no targets) – priority 2

OP Indicator Reference Number.	Programme Indicator	Target	Cumulative achievement
2.9	Gained basic skills	152,000	96,048
2.9b	Gained basic skills	45%	33%
	<i>Of whom.....</i>		
	Female	N/A	54%
	Disabled	N/A	8%
	50+	N/A	13%
	Ethnic Minority	N/A	28%
2.10a	Gained level 2	135,000	241,244
2.10b	Gained level 2	40%	46%
	<i>Of whom.....</i>		
	Female	N/A	45%

Disabled	N/A	8%
50+	N/A	20%
Ethnic minority	N/A	18%

Source: DWP `INES' ESF Database (August 2013)

Table 33: progress towards equality targets - Priority 5

OP Indicator Reference Number.	Programme Indicator	Target	Cumulative achievement	Difference +/- (% points)
5.1	Participants	50,200	80,429	+30,229
5.8	Disabled	17%	10%	-7% points
5.9	Aged 50 plus	22%	19%	-3% points
5.10	Ethnic minorities	1%	2%	+1% point
5.12	Female	51%	53%	+2% points

Source: DWP `INES' ESF Database (August 2013)

Table 33 above shows that the total number of participants in Priority 5 exceeds the Priority target of 50,200 by 30,229.

The participation rate for Priority 5 females exceeds the 51% by two percentage points.

The participation rate for disabled participants is 7 percentage points below the target of 17%.

Table 34: `Gained basic skills' indicators (no targets) – Priority 5

OP Indicator Reference Number.	Programme Indicator	Target	Cumulative achievement
5.12a	Gained basic skills	8,200	6,883
	<i>Of whom.....</i>	N/A	

	Female	N/A	57%
	Disabled	N/A	11%
	50+	N/A	17%
	Ethnic Minority	N/A	2%
5.13a	Gained level 2	7,300	9,841
5.13b	Gained level 2	40%	41%
	<i>Of whom.....</i>		
	Female	N/A	44%
	Disabled	N/A	8%
	50+	N/A	18%
	Ethnic minority	N/A	2%

Source: DWP INES ESF Database (August 2013)

Table 34 above shows that 57% of those gaining basic skills in Priority 5 were women. The table also shows that 44% of those gaining level 2 qualifications were women.

The small percentage of ethnic minority participants gaining basic skills and level 2 qualifications reflects the small population in Cornwall and the Isles of Scilly.

5. Progress towards aims 2 - 3 of the ESF gender equality and equal opportunities mainstreaming plan

This section of the report provides a brief overview of progress towards Aims 2 and 3 of the gender equality and equal opportunities mainstreaming plan.

Aim 2: To maintain on-going commitments made in the ESF Operational programme in order to help ensure that legislative and regulatory requirements concerning gender equality and equal opportunities are met

Milestone 2.1 To maintain the role of the ESF gender equality and equal opportunities sub committee, ensuring that it reports to the national ESF Programme Monitoring Committee and helps ensure that equality is embedded into the ESF programme in terms of planning, delivery, monitoring and evaluation.

Progress so far

Objectives 1 and 2

Meetings of the ESF gender equality and equal opportunities have been held annually, each December, since 2011 and annual mainstreaming reports have been published each year for the programme.

Objective 3

The Skills Funding Agency report on supporting learners with learning difficulties and/or disabilities to access European Social Fund Priority 2 and 5 provision has been drafted and the main findings will be presented to the ESF gender equality and equal opportunities sub committee in December. The report and formal response to the recommendations from the Skills Funding agency will be published in early 2014.

Objective 4

The mainstreaming plan has been updated and will be published in early 2014 alongside this mainstreaming report.

Objective 5

All of the evaluation reports contain appropriate sections on equal opportunities including the cohort survey, the Priority 1 and 4 evaluation and the forthcoming families providing evaluation.

Aim 3: To consider lessons learned from the gender equality and equal opportunities mainstreaming approach during the 2007-2013 programme and to take these into account when mainstreaming equality in the next programme period.

Progress so far:

Objective 1

The ESF Evaluation Synthesis report will be published in 2014 and will include references to gender equality and equal opportunities.

Objective 2

This objective has not been completed. The Managing Authority will organise a working group consisting of suitable partners from the current programme and partners for the next programme period to discuss lessons learned in mainstreaming gender equality and equal opportunities. The group will reflect on lessons learned in terms of integrating equality into the procurement and contract management process. Partners will agree a format and content for a guide / booklet. This work will be taken forward during early 2014.

6. Conclusions

One of the main aims of the ESF gender equality mainstreaming plan is to

increase the female participation rate for the programme so that it reaches the 51% target during the second half of the programme period.

Although the slight increase in female participation rate since last year's report was produced is welcome, especially as it broadly follows an upward trend in the number of participants, the number of participants is still relatively small compared to the first half of the programme. It is, therefore, difficult to draw conclusions at this stage other than to say that the female participation rate is still significantly below the overall target of 51% and action must continue to try to engage more women on the programme.

So far, female participation has declined in the second half of the programme period in all priorities and CFOs except for DWP, 'other CFOs' in Priority 1 and 5 and NOMs in Priority 4. Only Priority 5 is still meeting the female participation rate target.

It is clear that the female participation rate varies across the CFO types. DWP CFO has achieved a 63% female participation rate in the second half of the programme period (albeit from a relatively small base). This is probably due to the strong family focus that the DWP CFO's provision has.

The Skills Funding Agency has achieved an overall female participation rate of 37%. Performance varies by priority and by region - with London and the South West having the highest overall female participation rate for Priorities 1+4 and Priorities 2+5 respectively. It is hoped that changes in the way that the Skill Funding Agency calculate their female representation (to make it more representative of domestic programme mainstream provision) will, over time, also help increase female representation.

In the meantime, it is clear that the Skills Funding Agency has undertaken an extensive review exercise in response to Action Note 70 during 2013 with just under 370 provider / contract reviews being undertaken. No exercise such as this has ever been undertaken in ESF in England before so it is difficult to assess how long it will take for the benefits of such an approach to come to fruition. However, given the significant gap between the latest performance figures and the female participation rate target, the approach of reviewing and encouraging providers to take action should continue for the foreseeable future.

NOMS male-dominated provision clearly has an effect on the overall female participation rate. When NOMs provision is excluded from the national programme figures, the female participation rate increases to 39%. The scope for increasing female participation in NOMS provision is obviously limited due to the male dominated prison population. It is currently 1 percentage point below its 9% target.

'Other provision' is performing best at programme level with a female participation rate of 49% (albeit from a small base).

The extensive work undertaken by the Skills Funding Agency for the April and

October Action Note 70 returns has generated many examples of good practice and ideas for increasing female participation in the programme. It is important these examples are shared across the Skills Funding Agency provision as well as with the wider partnership. The Managing Authority will need to work with the Skills Funding Agency and other partners to consider the best way to disseminate this good practice. In the shorter term, it may be useful to produce a good practice guide highlighting case studies or examples of action taken by providers and promoting it through publicity channels at national and CFO level.

Aim 3 of the mainstreaming action plan includes an objective for the Managing Authority to produce a 'lessons learned' report on mainstreaming equality in the current programme period which could help inform the new ESF programme. This is **an outstanding action point** that will need to be taken forward in 2014. The Managing Authority will set up a working group, including partners from the national sub committee, to ensure that lessons learned in promoting gender equality are taken into account when promoting gender equality and equal opportunities. It is likely that the group will need to consider procurement and contract management issues in relation to mainstreaming equality, so lesson learned in these areas will need to be covered by the report too.

Good overall progress has been made towards the other equality targets and output indicators for the programme. The participation rate target for people from ethnic minorities has been exceeded by 1 percentage point, whilst the targets for disabled people and people aged 50+ are only three and two percentage points short of their targets respectively. The participation rate for disabled people in Priority 2 remains at 8 percentage points below target. The Skills Funding Agency commissioned a report on supporting learners with learning difficulties and/or disabilities to help them access European Social Fund Priority 2 and 5 provision. The report has now been drafted and the main findings will be presented to the ESF gender equality and equal opportunities sub committee in December 2013. The report and formal response to the recommendations from the Skills Funding agency will be published in early 2014. The findings from this research will need to inform good practice carried forward into the new programme.

7. Recommendations for taking further action forward.

ESF Division to publicise an article on ESF News / ESF website highlighting: (i)

the action that has been taken in response to Action Note 70; (ii) the latest performance figures for female participation rate; and (iii) notifying CFO partners that the Action Note 70 process will continue into 2014/15, with returns required in April 2014 and October 2014.

ESF Division to issue an updated version of Action Note 70 in January 2014.

ESF Division to organise a working group to produce a report to focus primarily on sharing good practice as identified by Skills Funding Agency providers in their response to Action Note 70 as well as carrying forward lessons learned from the current programme into the next ESF programme in terms of mainstreaming gender equality and equal opportunities. This second report should also cover issues relating to procurement and contract management.

ESF Division to change the criteria for the annual ESF Gender Equality mainstreaming reward to ensure it has a stronger focus on rewarding projects that have achieved a high level of performance in terms of engaging with females. The ESF Gender leader award publicity to reflect this new focus.

Annex 1: Examples of action taken by the Skills Funding Agency in response to Action Note 70

Accent on Training

This provider focuses on helping young people who are NEET. When they were reviewed in April they agreed to take a more gender focused approach to try to increase female participation.

By October, the provider explained that the London Team intended to increase their research of the local North London areas with the aim of accessing more female youth clubs and specialist female projects. The project has been contacting Hostels and Halfway houses along with Housing offices and one stop shops.

The provider plans to publicise its services to Tower Hamlets Social Services, antenatal classes, secondary schools and colleges in the local area to try to recruit more young women.

Asphaleia Limited

Although the project has not been far under profile, in its October review, it agreed to undertake its initial marketing meetings with schools to try to increase awareness of the provider's services. The project has also recruited students from female-only schools.

Barnsley College

Attendance at the college has increased by 3% since May 2013. The current jobs available through the provider project are in male-dominated industries such as fisheries, ports in the Humber, construction work in Leeds; and warehousing in Wakefield.

The College agreed in its second review to promote more courses to attract females and liaise directly with Jobcentre Plus in an attempt to increase female recruitment.

Female participation among partners is lower than the main college delivery, therefore partners have been targeted by the college to try to increase female participation. The College is now delivering programme for lone parents, and it has increased delivery in the care and customer service sectors.

Bolton Metropolitan Borough Council

Since their first review, Bolton Council have introduced strategies to increase female engagement and has included them as an integral part of their procurement exercise with partner organisations. This has resulted in a number of partner organisations increasing the number of female participation.

The council's providers increasing their engagement of female participants include:

- Training for Today – 13 additional female participants;
- Smart Enterprise – 5 extra females (all with LLDD);
- ETP Post 16 provision – has achieved a 50% / 50% split;
- Bolton Wanderers FC – who have engaged an additional 5 females on to their sports qualification course.

Calderdale College

Calderdale College has undertaken active engagement with the Sector Skills Councils and other intermediaries to try to raise awareness of work place learning. Since its first review, the College has increased promotional activities with a particular focus on SMEs in sectors with a predominantly female workforce. It continues to work with all SSCs and employer groups to identify and implement actions to recruit more females.

Careers South West Ltd.

Most of Careers South West's activity s based on Jobcentre Plus referrals. At et moment, there is a large proportion f males being referred to the provider (for example, in Yeovil Jobcentre Plus, 70% of claimants are male).

The provider will continue to positively target women and aims to offer a course specifically aimed at women returners to the labour market. The provider is also working closely with Jobcentre Plus to target other sectors that may attract more females.

Chichester College

In their first review, Chichester College explained that , for one of their work place earning projects, activities included non-discriminatory marketing and making the effort to ensure that the range of training offered was relevant to female members of the workforce.

In the second review Chichester College explained that they have encouraged delivery partners to engage more widely with the retail and care sectors where the proportion of female staff is higher. The College's marketing campaign has also targeted voluntary workers / the third sector – since these typically have more female staff.

County Durham Council

At the first review, Durham Council explained that their NEET cohort was mostly male. By the second review, the council explained that they had recently increased capacity with a lone parent sub-provider to encourage more female participation. The Council is also now reviewing their engagement and provision activity to support male and female activity.

CX Ltd / `Via`

Via continues to sub-contract its provision to diverse network of providers offering a range of specialist and niche support for learners aged 16-19 who are in danger of disengaging from college or post 16 learning or in danger of becoming NEET.

Since April Via has continued to see a positive trend in female participation which, in April, was 42%, increasing to 46% in September 2013 (a 4 percentage point increase).

In its second review, Via explained that they would aim to continue this positive trend of female participation by:

- conducting sub-contractor performance reviews to ensure that activities are fully equipped to widen participation of females and have a mix of activity that would help both genders fairly;
- challenging sub-contractors if there appear to be any obvious shortfalls;
- continuing to engage with employers who offer work placements which meet the needs of female participants.

Dearne Valley College

Dearne Valley College explained in its first review that it worked closely with Jobcentre Plus in order to tailor its training to meet market needs – since the training is meant to match the job-vacancies on offer.

Since the second review, Dearne College have widened their offer of support and offer more courses that should attract female learners, e.g. care, cleaning, customer service and retail.

Derby College

Derby College explained in its first review in April that it worked closely with the local Job Centre Plus. The college's learning activity is based upon sector based

work academies for specific employers.

In its second review the college agreed to continue working with Jobcentre Plus to improve the proportion of female referrals to skills provision by expanding their work academies into sectors more attractive to women.

Eastleigh College

Eastleigh College monitors equality and diversity statistics on a monthly basis and maintains an Equality and Diversity Impact Measure (EDIM) plan that details areas for improvement. This plan led to an upswing in female participation in the first review period due to a carefully constructed delivery and recruitment plan that involved running more traditionally female-centric courses such as health and social care – as well as by encouraging more females to apply for male-centric courses such as warehousing.

The college agreed at its second review to continue its work in promoting female engagement at college and sub-contractor level to ensure that provision continues to be promoted in sectors where female interest is high.

Endeavour Training Limited

At its first review, the provider agreed to continue with its positive marketing material which actively promoted the engagement of female participants in its provision by showing positive role models.

In its second review, the provider explained it would continue to actively encourage female participation through its marketing events, including those which target disadvantaged communities.

ESG Skills Ltd

At its first review, ESG (Skills) Limited explained that they had engaged in a number of activities to increase female participation, such as:

- holding recruitment meetings at Job Centres where the clients are already attending to sign-on;
- holding focus groups in Job Centres aimed at boosting female participation;
- engaging with learners following-on from JCP lone parents programmes;

- holding meetings during daytime at suitable hours for women with childcare responsibilities;
- encouraging word-of-mouth recommendations as a means of engagement;
- engaging with women's groups and local authorities to promote a full programme of support for female participants; and
- publishing targeted success stories through local press releases , local radio and social media groups.

At their second review, ESG explained that care, retail and hospitality programmes had been developed to try to encourage more female participants. The provider also explained that the following further action would be taken:

- supply chain partners are encouraged to supply case studies to the providers marketing team which will be used to promote female role models;
- the provider will work with local authorities in each of its geographical locations to set up a local plan to deliver additional services to targeted groups including targets for increasing female participation; and
- specific engagement activity with lone parents who are predominantly , women from ethnic minority backgrounds and female ex-offenders facing multiple barriers.

Hartlepool Borough Council

Hartlepool Youth Investment project is the over-arching council project which brings together youth employment initiatives that are delivered by the Council and its partners. The project included NEET provision.

Hartlepool has a high percentage of teenage mothers. Since the second review, the Council's child and adult services has worked in partnership with health workers and post-16 training providers to develop a pathway to engage more young female mothers into educational, employment and training.

Herefordshire Council

Herefordshire Council's provision is promoted to all eligible students. After the first review, the Council undertook a successful pilot course specifically aimed at 12 girls who were identified as lacking in confidence and self-esteem and provided individualised pastoral and mentoring support.

The Council explained at the second review that it will continue to promote the

programme and encourage female participation and continue to provide personalised support according to the needs of the girls on the project.

Mercia Partnership (UK) Ltd

This provider has increased female participation by 2 percentage points since April 2013.

The provider is particularly targeting work in schools for teaching assistant volunteers starting in October 2013, in-line with the school academic year to further increase engagement of females onto the programme.

Since April, Mercia Partnerships has continued to widen the curriculum offer into specific sectors appealing to females, for example: nail and beauty courses; phlebotomy training; as well as the training assistant provision referred to above. Mercia Partnerships are also developing marketing and publicity material to supply to referral agencies to encourage greater female participation on the programme.

Newcastle College

Since the April review, where no action was taken, the College has now recruited a tutor with a strong care-sector background with a view to providing training in social care. This should help increase female provision in the next academic year.

Newham College of Further Education

Newham College's 'Back on Track' project has engaged with 41% of female learners (it has a target of 48%). This profile is due to the fact that the project receives most of its referrals from the Pupil Referral Unit (PRU) who generally have more male 'at risk' learners. The College partners have tended to recruit a higher level of males because referrals have come from curriculum areas that are traditionally male focussed such as construction and engineering.

Since the second review, the College has said it will make an effort to target more Female-focussed curriculum areas such as health and social care and hair and beauty and put forward positive case studies relating to females to encourage more take up.

North Tyneside Metropolitan Borough Council

At the time of the first review, North Tyneside Council had launched its NEET provision (Young Parents 2B) which is designed to help young women access

learning and training after they have had their babies. They put in customised progression routes to meet the need so f young women, including childcare support, to allow the young women to try out non-traditional employment routes and to hep them improve their self esteem and confidence.

By the time of the second review, the project said it would continue to target support towards young women. A female key worker had been appointed as a member of the Teenage Parent Support Group and this key worker helped young women who were home-bound in their local communities and offers direct support to young women.

Oxford and Cherwell Valley College (Activate Learning)

At the first review, Activate Learning said they would ensure that female participation would be a regular agenda item at partnership meetings and that they would continue to target women by working with community organisations, including children’s centres, women travellers groups and the Eve Women’s Wellbeing project.

At the second review, the College explained that they had now set up some bespoke courses including cleaning, retail and were exploring running other courses which were likely to promote female participation. The College has actively promoted their security course – which is a non-traditional sector for women – and has had some success in attracting women onto the course. This has mainly been due to targeting publicity at women and ensuring positive engagement once they join the course.

Royal Borough of Kensington and Chelsea Council

At the second review, the Council explained that they were now targeting learning institutions that run specific sector provision, such as hair and beauty and childcare as well as targeting girl only learning institutions and targeting teenage parents and ensuring provision is run with childcare support.

SEETEC Business Technology

At the first review, SEETEC explained that their delivery model tended to be more attractive to male participants since it operated within the logistics sector which is male dominated.

By the second review, SEETEC had subcontracted some of its provision to a training provider that specialises in care sector training and recruitment and the project reported an increase in female participation.

The project’s business development team plans to expand the range of

opportunities by offering courses which are popular with female participants such as teaching, retail, hospitality and beauty training.

The project is also in the process of developing an action plan to further increase female engagement.

Shaw Trust

At the first review, the Shaw Trust said they would consult with all learners, including young women, to find out what they would like to see as part of their provision / support. Many of the female learners expressed an interest in learning about health and well-being. The course has also been expanded to cover fashion and employability.

By the second review, the Shaw Trust reported that their bespoke parenting programme was attracting more female participants. The project said it would continue this approach across all delivery bases.

The Shaw Trust reported during its second review that they had found that marketing through local community centres had been particularly effective in reaching young mothers in particular and that this marketing activity would be increased in future.

Steps to Work (Walsall) Ltd

At the time of the first review, Steps to Work explained that they had not recruited from any specific female groups in their area, since they tended to rely on agencies and word of mouth.

By the second review, Steps to Work said they would increase the recruitment of female learners in future by contacting agencies such as LAC youth of Wolverhampton and EPIC Café. The project said that they would also increase contact with local community groups as well as use social media to contact young people.

The Consultancy Home Counties Ltd

At the first review, the project explained that they had noticed the drop in female participation but accounted for this due to the significant number of male redundancies in warehousing, manufacturing and engineering in the local area (all sectors which are male-dominated).

By the time of the second review the project had undertaken a number of targeted recruitment exercises in schools, libraries and shopping centres with the aim of

recruiting more women.

The project now has care sector provision, which should increase the female participation rate from October onwards.

Warrington Collegiate

At the first review the College had a female participation rate of 23%. The college had not been specifically targeting males and could not explain why there was a gender imbalance.

The College explained at its second review that they had run a course for pregnant young women as part of their Warrington NEET contract and the course had been highly successful. The college is looking to run further courses in future.

West Cheshire College

Since the last review, West Cheshire College has developed provision specifically aimed at female participants. They have concentrated on vocational areas that have traditionally attracted more female participants e.g retail and catering. The College has encouraged partners within the project to focus on female participation. Ready 4 work is a mainstreams development of the project's NEET programme and it delivers a health and social care pathway and an 'introduction to service industry' pathway. The College works with the teenage mothers midwife, based in Chester and Ellesmere Port, and the local authority's young people service to positively recruit young teenagers and young mothers onto the programme.

West Nottinghamshire College

There has been a slight increase in the proportion of females on this programme since the first review. West Notts College has targeted activity at:

- summer schools;
- health and social care;
- young parents;
- social development;
- IAG and career planning;

- hair and beauty courses with Notts Police.

Wigan Metropolitan Borough Council

The Council has issued tenders to attract more young women onto the programme. They have commissioned two courses, one with Wigan and Leigh College, and one with Venture Learning which attracted 20 young females onto the programme. One of their providers has re-branded their course offer which was in the male-dominated fishing industry so that it would appeal to a more balanced range of participants. The provider's marketing is also changing the descriptions of courses (e.g. 'floristry' instead of 'land-based') to encourage more females onto the programme. Another of the college's partner's has contacted a local housing association who manages a facility for young mothers within the borough. They are actively promoting the ESF programmes to young mothers with the offer of wraparound services to try to increase the number of female participants.

Annex 2: Examples of how CFO providers are supporting projects which promote gender equality and equal opportunities in the delivery of the programme.

Gender

DWP CFO used ESF Priority 1 funding to support the **Working Link's ESF Families With Complex Problems project** which is based in the East Midlands. Nearly 70% of the referrals made to the project were female. Outreach was the preferred method of engaging and meeting potential disadvantaged participants and the outreach locations included: children's centres; community venues; cafes; schools; and home visits. Working Links also offered mentoring support for a range of disadvantaged female participants, for example: attending civil court proceedings; social service meetings; housing meetings; and assisting with domestic violence interviews with the police. 75% of all participants achieving employment outcomes were female.

DWP CFO used ESF Priority 1 funding to support **Twin UK's Families Action Programme (FAP)** based in the South West. Over half of the participants were female. The FAP worked in partnership with local authorities, jobcentres and sub-contractors to provide support for individuals and families to help them find employment. The approach taken by the project included the following activities: engagement; mentoring; family and community inclusion activities; addressing barriers to well being and work; referrals to specialist providers; and flexible delivery arrangements.

DWP CFO used ESF Priority 1 funding to support the **Bolton at Home** project based in the North West. Over half of the participants on this project were female. Outreach methods to recruit disadvantaged female participants were increased throughout 2012 as a result of the introduction of secondary referral routes. Methods included: co-location at children's centres; working with families of disadvantaged youth and a delivery presence at other support organisations such as mental health authorities and housing associations. All participants received

mentoring support, which included the freedom course for victims of domestic violence, counselling services and on-going mentoring by key workers. Community champions and former participants also provided some mentoring services via some of the project's sub-contractor organisations.

The Skills Funding Agency used ESF Priority 1 funds to help support the **Be Who You Can Be** project that run in Wolverhampton. The project targeted lone parents, disadvantaged parents, older women and those with health conditions in the Wolverhampton area of the West Midlands. The main aim of the project was to help extend employment opportunities to people with low levels of self-confidence and self esteem by offering them a range of active employment measures. All of the 20 project participants reported increased levels of confidence, with 75% going on to actively seek work. Two of the participants set up their own business.

The Skills Funding Agency used Priority 1 funds to help fund the **Dudley Asian Women's Centre**. The women's centre offered a wide range of advice and support for Asian women in the local area and acts as a vehicle to help encourage them to find employment. The project helped 95 women increase their confidence, communication skills and self esteem. 19 of the women went on to gain employment and 75 of the women benefited from volunteering opportunities and work experience.

NOMS CFO is using Priority 1 funds to support the **PPDG and Platform 51** projects who are contracted to the Northumberland Probation Trust to deliver accredited employability sessions with women offenders across the North East. The project aims to help women offenders overcome their barriers to work. On completion of the course, the women are offered intensive job search support. Some female offenders are also given support to help them access further education and training where appropriate. The projects have supported 4287 participants and, so far, 608 of these have found employment and over 1100 have gone on to further education. This support has been running since January 2011 and is due to finish in December 2014 – by which time, over 7000 women should have been supported.

Priority 2 supports a range of specialist gender projects and activities in the regions which aim to improve the position of low paid and part-time women workers as well as reduce occupational and sectoral segregation between men and women. Priority 2 also supports participants whose caring responsibilities may disadvantage them in terms of accessing training support. Examples of Priority 2 support are given below.

The Skills Funding Agency used ESF Priority 2 funding to help support Calderdale College's Skills Enhancement Fund which, in turn, was used to help local training providers develop the skills of male and female employees in local companies. Over 66,000 men and women were supported and nearly 30,000 have completed their training so far.

ESF Priority 2 funding has also been used by the Skills Funding Agency to help fund Eastleigh College's Response to Redundancy project. The project targets people who have recently been made, or who are already, redundant.

The college works with a consortium of providers who offer a wide range of provision including job-related and personal skills training, CV writing and interview skills. The consortium has worked closely with employers to make sure that the training delivered also meets their needs. Training has been offered across a number of sectors including care, retail, hospitality and construction. Nearly 1900 women and men have been helped so far.

Disabled

East Midlands Local Authority CFO has used ESF Priority 1 funding to support **Mencap's Employ Me** in Derbyshire project. The project offers a 26 week tailored programme of support for people with learning difficulties. The project aims to help people with learning difficulties find employment, voluntary work or enter further education. Actions include:

- Action planning
- Confidence building;
- Help with job applications and interviews;
- Help with using public transport and getting to work;
- Placement support;
- Benefits advice

So far, the project has helped 58 participants enter paid employment. The project has also helped 113 participants become ready to look for work. A total of 331 participants have been helped so far.

DWP CFO used ESF priority 1 funding to support Reed in Partnership's **Families With Multiple Problems** project in London. One of their subcontractors, Via, worked closely with other specialist providers to ensure that participants with learning and/or physical disabilities could be adequately supported on the programme. Advisers worked alongside specialist providers to ensure holistic support. The project's health and well being advisers provided extra support to participants with disabilities by delivering courses that were normally run for groups on a one-to-one basis.

Pinnacle People, a subcontractor of the Bolton at Home Project funded by ESF Priority 1 finding (DWP CFO), formed a partnership with Phoenix Futures to provide support to participants affected by substance misuse. The partnership brought positive change to the lives of individuals, families and communities affected by substance misuse, and helped reduce the impact of drug and alcohol-related harm by helping participants re-build their lives.

50+

ESF Priority 1 funding has been used by the Skills Funding Agency to support the Money Skills for Retail 50+ project which aims to help older people learn basic numeracy skills and find work. The project offers comprehensive support and targets people who have generally avoided working with numbers throughout their lives. So far, 15 participants have moved into work or voluntary placements and 18 have achieved a level 2 numeracy qualification.

Ethnic minorities

People from ethnic minorities are a key group in Priority 1. As part of the equal opportunities mainstreaming approach, all projects have a duty to take account of the needs of people from ethnic minorities in their delivery arrangements. Priority 1 aims to help people from ethnic minorities to enter and remain in sustainable employment. It supports a range of specialist activities targeting people from ethnic minorities. Examples are given below.

DWP CFO used ESF Priority 1 funding to support the Twin UK project. Nearly 13% of the project's participants are people from ethnic minorities (most of whom live in the Bristol area). Much of the delivery is outreach based and the provision is delivered in the community by people from the local community. Support includes ESOL training and engagement with children's centres..

NOMS CFO have used ESF to support Leicester and Rutland probation Trust's Job Action Group which has a high number of male participants from ethnic minority groups (44%). The Job Action Group is supported by a mentor, who is also from an ethnic minority background, and his involvement with the group has been helpful because he has BME the London Action Trust's 'Black Self Development Programme'. It used intensive educational input to promote awareness, development and attitude change. This rehabilitation programme was the culmination of fifteen years work by probation officers seeking to reduce the reconviction rate of Black offenders.

NEET

The Skills Funding Agency CFO has used Priority 1 ESF funding to support disadvantaged young people who are NEET. For example, the Whatever It Takes project, run by Igen Ltd in Northumberland, offers young people who are NEET a

range of accredited and non-accredited support. The young people are able to stay on the project for as long as they need to. The programme focuses on the issues which need to be addressed before the young person can engage with learning opportunities.

The East Midlands Local Authority CFO is using Priority 1 funding to fund the Ready4Work programme which aims to deliver support packages that are customised to meet the needs of 19-24 year olds who have learning difficulties and are disabled. The project has a particular emphasis on helping people with autism. Support includes: basic and soft skills required for employment; voluntary work and placements; identification of suitable and realistic training and employment opportunities; and one-to-one support for all participants. So far, 20 participants have enrolled on the programme and three have taken up voluntary work placements to help them enter employment.

The Skills Funding Agency CFO has used Priority 1 ESF funding to support disadvantaged young people who are NEET. For example, the Whatever It Takes project, run by Igen Ltd in Northumberland, offers young people who are NEET a range of accredited and non-accredited support. The young people are able to stay on the project for as long as they need to. The programme focuses on the issues which need to be addressed before the young person can engage with learning opportunities.

Other disadvantaged

Central Bedfordshire Council used ESF Priority 1 funding to support the Develop EBP project which aims to help unemployed and economically inactive people from the gypsy / traveller community. The project has provided help with employability skills, job search skills, CV writing and interview skills. The support includes the provision of work experience placements, volunteering opportunities and support with enterprise skills. So far, 3 participants have found employment, 7 have completed work experience and 2 are currently on work experience. The project is due to finish in September 2013.

The Skills Funding Agency has used Priority 1 funding to help support people recovering from substance misuse. The Seeds of Active Recovery project in York uses the creative arts to help people recovering from substance misuse enhance their employability.

Participants use visual arts, creative writing, film and music to present positive and inspirational stories showing their successful recovery from addiction. These activities help to raise the self-esteem of participants and demonstrate how it is possible to break the cycle of dependency by learning new practical and team-working skills.

Annex 3

Action Note web link:

<http://www.dwp.gov.uk/docs/action-note-070-12.pdf>

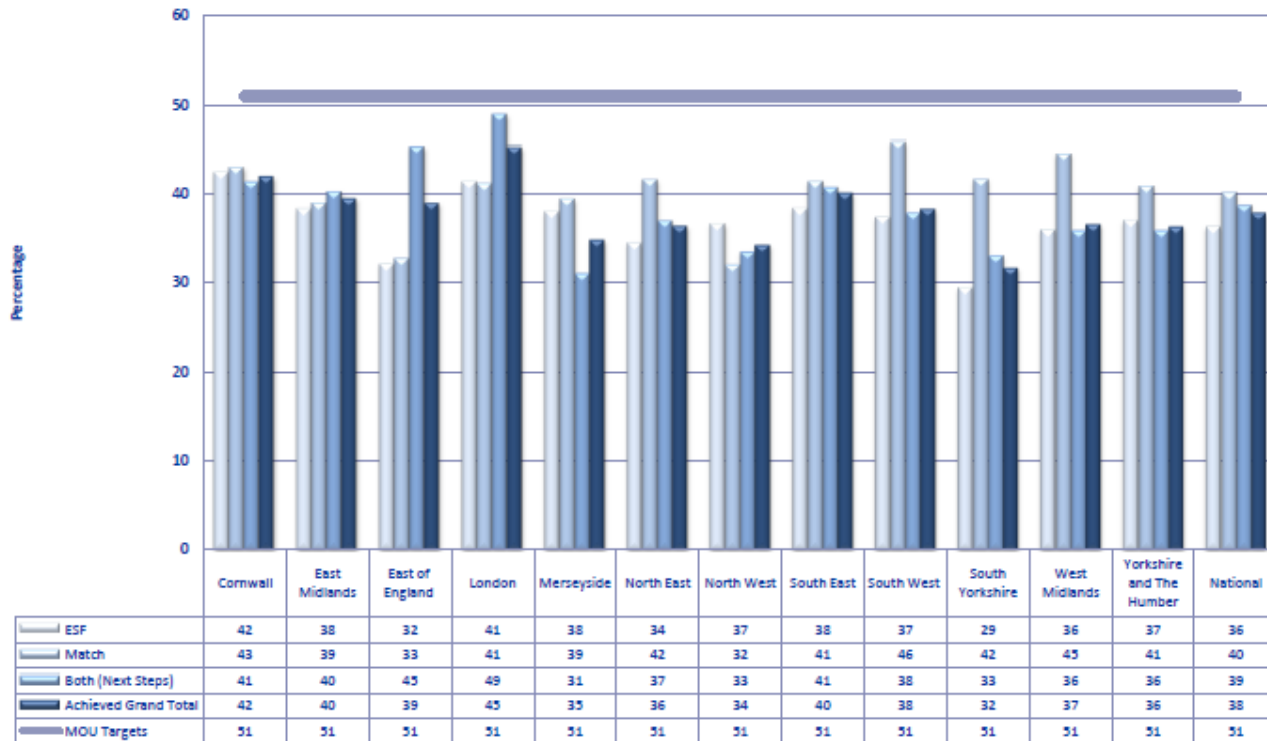
Annex 4

Regional variation in female participation (Priorities 1 and 4) - Skills Funding Agency CFO (July 2013)

Programme Outputs

Priorities 1 and 4

Female Participation



Annex 5

Regional variation in female participation (Priorities 2 and 5) - Skills Funding Agency CFO (July 2013)

Programme Outputs

Priorities 2 and 5

Female Participation

