

Report Title:	Extension of Rossendale Works Employability Project for 12 months.		
Report to:	Full Council	Date:	4 th March 2026
Report of:	Economic Development Officer	Cabinet Portfolio	Economic Development
Cabinet Lead Member	Councillor Harris	Wards Affected	All
Key Decision:	<input checked="" type="checkbox"/> Forward Plan	<input checked="" type="checkbox"/> General Exception	<input type="checkbox"/> Special Urgency
Integrated Impact Assessment:	Required:	No	Attached: No
Contact Officer:	Leah Newton	Telephone:	01706 252483
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Valley Plan Priorities	Thriving Local Economy: This involves securing new inward investment, creating a sustainable economy, matching local skills with future job opportunities, and supporting town centres as unique destinations.	<input checked="" type="checkbox"/>
	High Quality Environment: This includes having a "clean and green" local environment, reducing the borough's carbon footprint, improving waste and recycling rates, and delivering new homes with a good mix of housing tenures.	<input type="checkbox"/>
	Healthy & Proud Communities: This priority focuses on improving the health and physical/mental wellbeing of residents, reducing health inequalities, ensuring access to better leisure facilities and health services, and fostering a sense of pride in the community.	<input checked="" type="checkbox"/>
	Effective & Efficient Council: The aim is to provide good quality and responsive services, embrace new technology, be a financially sustainable council with a commercial outlook, and ensure sound governance.	<input type="checkbox"/>

1. PURPOSE OF THE REPORT & EXECUTIVE SUMMARY

- 1.1 The purpose of this report is to seek permission to extend the Rossendale Works Employability Project until April 2027. This project continues to heavily support the community and meets two Valley Plan Priorities: Thriving Local Economy; and Healthy and Proud Communities.
- 1.2 This request seeks to commit a sum of £150,000 from the Transitional Reserve to sustain the Council's employability project during a 12-month transitional period while an alternative source of funding is sought. Rossendale Works is currently funded via the UK Shared Prosperity Fund the funding for which ceases in April 2026, and without bridging support, the Council would need to cease the project and allied services to current participants.
- 1.3 This funding would allow the Council to maintain a core service offering while actively pursuing replacement funding from external sources. Should alternative funding be secured during this period, this will be substituted in place of the funding from reserves as requested. This approach protects the investment already made in the project while providing time to establish sustainable long-term funding.
- 1.4 The £150,000 would cover the salaries and associated costs of staff members both employed through Rossendale Borough Council, and Active Lancashire. Of the £150,000, approximately £45,000 would be retained by the Council to cover the salary and associated costs of the Rossendale Works Project Officer. The remaining £105,000 would go to Active Lancashire through an extension to the Service Level Agreement to retain the existing the Project Lead (0.4 FTE), and two Employment Wellbeing Officers (1.5 FTE) as well as the events and activities related to the project.

2. RECOMMENDATION(S)

- 2.1 ***To extend the Rossendale Works project and staffing for 12 months (to April 2027)***
- 2.2 ***To approve the proposed KPI's and delivery plan***
- 2.3 ***To Delegate Authority to the Head of Legal Services and Director of Economic Development, in conjunction with the Lead Member for Economic Development to enter into a Service Level Agreement with Active Lancashire for the extension.***

3. BACKGROUND & REASON FOR THE DECISION

- 3.1 Rossendale Works has been in operation since 2018, funded continuously through various external grants including the UK Shared Prosperity Fund in recent years and DWP funding streams previously. Over the past eight years, the project has evolved from its original focus on supporting businesses with recruitment needs to addressing the barriers faced by Rossendale residents in accessing employment.
- 3.2 The Rossendale Works team supports individuals facing diverse challenges, from redundancy to addiction, helping them progress towards the labour market. The project's physical activity and wellbeing sessions remain well-attended, and its impact is evidenced by consistently exceeding targets for outputs and outcomes year on year.
- 3.3 Since 2023, the project has focused on engaging with economically inactive individuals. These are people of working age (usually 16-64) who are neither employed nor actively seeking work. Common reasons for this status include being a student, caring for family/home, long-term illness or disability, or being retired. Discouraged workers - those who have no longer desire to look for work - also fit into the category of economically inactive.
- 3.4 Engaging economically inactive individuals presents significant challenges, primarily because this group is often disconnected from mainstream services and difficult to identify. Unlike unemployed individuals registered with Jobcentre Plus, economically inactive residents may be unknown to support services, making initial outreach difficult. Once contact is established, building trust takes considerable time, particularly for those who have experienced previous setbacks or feel stigmatised by employment services.
- 3.5 From April 2023 - December 2025, the Rossendale Works team engaged with 270 economically inactive individuals, with 59 of them gaining basic employment skills, and 56 of them moving into employment (including self-employment). This represents a 21% conversion rate from economic inactivity to employment. See Appendix A for the 2024-25 Rossendale Works Impact Assessment, which outlines all relevant KPI statistics, as well as case studies from participants.
- 3.6 The project provides a proven model of person-centred support that addresses the multifaceted challenges faced by residents in the Rossendale community - challenges that mainstream employment services are often ill-equipped to tackle. Without this specialist intervention, many of these individuals would remain disconnected from opportunities and support, perpetuating cycles of inactivity and widening inequality within the borough.
- 3.7 Looking ahead, Rossendale Works plans to broaden its remit to include unemployed individuals alongside the economically inactive, returning to the more comprehensive approach used prior to 2023. Unemployed residents typically face fewer complex barriers and require less intensive support to move into work, allowing the team to support a larger number of individuals while maintaining dedicated provision for those with more significant challenges. This dual approach would maximise the project's impact across Rossendale's workless population, ensuring tailored support is available for all residents regardless of where they sit on the employment readiness spectrum.
- 3.8 The continued operation of Rossendale Works is essential to ensure that the borough's most vulnerable residents are not left behind. The project addresses a critical gap in provision that

mainstream employment services cannot fill. Its proven track record of engaging hard-to-reach individuals, building trust, and delivering tangible outcomes demonstrates that specialist, person-centered support works. Without Rossendale Works, many residents facing complex barriers—whether economically inactive or unemployed—would remain isolated from opportunities, perpetuating cycles of worklessness and deepening inequalities within the community.

3.9 The KPIs Rossendale Works will achieve and actively monitor for the next 12 months are:

- Engage with 200 unemployed/inactive individuals
- Support 50 individuals into employment
- Engage with 5 businesses and deliver joint pre-employment training
- 50 individuals supported into basic skills
- 15 enrolled into education
- 3 multi-agency community events
- 2 social action type volunteering projects
- 80% participants with increased health and wellbeing
- 100 individuals attending at least 6 engagement sessions
- 15 partners engaged in joint support
- 50 referrals made from external organisations
- 50 individuals referred into specialist support

4.0 RISKS

4.1 Risks should Rossendale Works continue as per this proposal

Risk	Likelihood (1-5)	Impact (1-5)	Total risk score (likelihood x impact)	Risk Mitigations
Recurring financial pressure – Sets a precedent where the Council may face the same request in 12 months if alternative funding isn't secured, creating an ongoing commitment.	2	5	10	Make the 12-month extension explicitly time-limited with clear written terms stating this is a one-time bridging arrangement, not renewable funding.
Precedent setting - Other projects losing external funding may expect similar bridging support, potentially creating multiple demands on reserves.	2	4	8	Establish strict eligibility criteria for any future bridging support (e.g., must demonstrate proven outcomes, strategic alignment, and realistic alternative funding prospects) Frame this decision as an exceptional case based on the

				<p>project's specific strategic importance to Valley Plan priorities and documented impact, rather than standard practice.</p> <p>Create a formal policy stating that bridging funding is discretionary, limited, and subject to rigorous business case assessment—not an entitlement.</p>
Service users and partners may expect the council to continue funding beyond 12 months, making it politically difficult to withdraw should more funding be unavailable.	3	4	12	Involve partners in co-developing the exit strategy, making them invested in finding sustainable solutions.
As a non-statutory service unless an alternate funding source is secured the long-term provision of this service will be subject to review for affordability at each budget setting round and may cease.	3	4	12	Frame the 12-month period explicitly as a "transition to sustainability" with clear expectations that ongoing council funding is not guaranteed without either alternative sources or proven cost-effectiveness.

5.0 SECTION 151 OFFICER COMMENTS (FINANCE)

5.1 This is a proposal to fund a non-statutory service from reserves which will continue to be under pressure in the future. An alternative should be sought in the coming 12 months. Should this not be forthcoming, members will need to consider valley priorities and the future sustainability of the Council in any decision on the ongoing nature of the service.

6.0 MONITORING OFFICER COMMENTS (LEGAL)

6.1 In the event that this proposal is supported, a suitable service level agreement will be entered into.

7.0 INTEGRATED IMPACT ASSESSMENT IMPLICATIONS

7.1 There are no implications arising following the Integrated Impact Assessment.

8.0 POLICY/STRATEGY FRAMEWORK IMPLICATIONS

- 8.1. This report primarily relates to the Valley Plan, specifically Thriving Local Economy, and Healthy & Proud Communities. Additionally, the Economic Development Strategy for Rossendale has a priority theme of 'Ensuring residents and communities reach their full economic potential; enhanced employment, skills and opportunities'.

Thriving Local Economy: The project would strengthen the local workforce by equipping residents with job-ready skills and connecting them to employment opportunities, thereby supporting business growth and economic vitality in Rossendale.

Healthy & Proud Communities: By helping residents secure meaningful employment, the project would improve household incomes, reduce economic inequality, and foster community pride through increased self-sufficiency and social inclusion.

Economic Development Strategy: The extension would be a direct delivery mechanism for helping residents reach their full economic potential, addressing skills gaps, and creating pathways to better employment opportunities—which is precisely the priority theme of enhanced employment, skills, and opportunities that the strategy emphasizes.

9.0 LOCAL GOVERNMENT REORGANISATION IMPLICATIONS

- 9.1 A business case and external funding requests would be required for submission to the new authority as this report takes the project to March 2027.

10. BACKGROUND PAPERS

- 10.1 Rossendale Works 2024-25 Impact Report (Appendix A)



Rosendale Works

Impact Report 2024-25



Introduction

Rossendale Works is an employment support project set up in 2018 by Rossendale Borough Council and Active Lancashire in response to the growing number of individuals across the borough who were not in education, employment or training.



Rossendale Works takes a unique approach to its support, first making contact with participants through one of its many free, weekly physical activity sessions led by Rossendale Works staff members and local volunteers. We believe that encouraging participants to build movement into their weekly routine is key to ensuring they are motivated and confident enough to access training, qualifications or re-enter and maintain steady employment.

How it works



Individuals who are not in education, employment or training are referred to Rossendale Works by organisations such as the DWP, Job Centre, GP Practises and Mental Health agencies. Participants can also self-refer, and often find us through social media or word-of-mouth.



An individual will then attend one of our free, weekly physical activity sessions. Here, they will meet one of our Support Workers who will have an informal conversation with the individual about their future goals, and support them in making friends within the group to create a safe, welcoming environment that encourages them to return each week.



Once the participants' wellbeing has improved, one of our Support Workers will help identify barriers that they are facing towards employment, education or training. The participant and Support Worker will create a bespoke plan which could involve things like CV writing support, job interview workshops, and access to mental health support.



Participants tend to find employment - including self-employment - or enter some form of training, such as apprenticeships, within 3 months, which is lower than the current national average of 6 months (according to ONS, October 2025).

Our Why

Demographics

Population Estimate (2021)	
CYP (0 - 19)	16,513
Adults	40,697
65+	13,661
Total	70,871

Deprivation Ranking (2019)

91st

Most deprived area out of 317 local authorities



Economic status

16 - 64 Year-Olds Who Are Economically Inactive

9,600

 individuals

which is **21.6%** of the total population of Rossendale

Of those who are economically inactive,

95%

 say they do not want to work

"Economically inactive" refers to people aged 16-64 who are not working and not looking for work, or are looking but unavailable to start, distinguishing them from the unemployed (who actively seek jobs). This category includes students, retirees, people caring for family, those with long-term illness or disability.

Excess Weight

% of adults (aged 18+) classified as overweight or obese (2022/23)

70%

Physical Activity Level in Adults

% of adults (aged 18+) classified as Inactive: Less than 30 minutes per week

27%

Gender

Active: at least 150 minutes a week - Gender (Nov 2021/22)

Male **67.1%**

Female **57.8%**



Disability

Physical activity levels in adults - Inactive: less than 30 minutes a week (Long-term health condition or disability) (Nov 2021/22)

Disability or long term health condition **44.4%**

No disability or long term health condition **14.6%**

% of people who have disabilities limiting daily activities (age standardised) (2021)

20%

Outcomes

68

Individuals supported



14

Entered employment



80+

Accessed training



150+

sports

sessions



77

improved wellbeing

ESOL Courses

As part of the support of offer we run regular, free ESOL courses in the community.



7

ESOL

courses provided



£507,000

Social Value generated



Working Together

Rossendale Works has a number of partners across the borough who share our values and mission. Together, our aim is to provide economically inactive individuals from every background with the tools and resources they need to overcome the barriers which they are facing.

Haslingden Community Link

Haslingden Community Link is a community centre which serves some of the most disadvantaged members of the community. Throughout 2025, we have maintained our longstanding relationship with Haslingden Community Link, regularly attending cafes and drop in sessions to meet residents and understand how we can support them; this includes providing them with access to free training and skills courses via Active Lancashire's Learning Zone, and signposting them to Rossendale Works' physical activity and employability support sessions.



Our partnership with Haslingden Community Link enables us to expand our reach within the community, allowing us to meet those who would not otherwise have access to employment or wellbeing services. Our Support Worker, Geraldine, has been able to connect with females that are not currently in employment due to barriers like long-term health conditions, low mental health or changes in family circumstances.

Through these meetings, Geraldine was encouraged to set up several womens-only activity sessions to build on the existing support Haslingden Community Link provides. Sessions include IT Skills Classes, women's-only yoga and women's-only boxing classes.

 **13**
training
courses
delivered

15 women
attended our
boxing
sessions 

and a further **20**
attended our
yoga
classes 

Angela Robert's Story

After being diagnosed with long-term health conditions, Angela became socially isolated and began to suffer with low mental wellbeing. Angela's job centre coach encouraged her to attend community sessions ran at Haslingden Community Link to enable her to socialise with others and hopefully improve her mental wellbeing.

Here, Angela was introduced to Geraldine who helped her integrate within the Yoga class, meeting women with shared experiences to her. Geraldine reflected, "at first, Angela was quite reluctant to get involved and socialise with fellow participants; it's clear that her health condition and unemployment had led her to become quite isolated and low in confidence.

"Over the weeks, Angela slowly began to interact with participants, and opened up to me about the barriers she was facing. I encouraged her to attend some of our other women's-only classes, such as boxing and woodwork, and her confidence soon begin to grow."



From here, Angela began to feel less discouraged by her health condition and has engaged in several skills courses to develop her CV. Angela added, "When I first met Geraldine, I felt that employment was no longer an option for me due to my health conditions and age; Geraldine supported me in gaining confidence and helped me to meet women with similar experiences to me.

"Thanks to Rossendale Works, I've taken part in a wide range of activities I never thought would be for me - from yoga to boxing and, believe it or not, woodworking! Now, I'm feeling optimistic about finding part-time employment and am encouraged by the other women who attend these groups, as it has made me realise I am not alone!"

Volunteering Sessions

Rossendale Works runs a range of volunteering sessions designed to boost individuals' mental health and social skills, while also helping them develop valuable experience to strengthen their CVs. These sessions are structured like part-time jobs, enabling participants to build a weekly routine, understand workplace codes of conduct, and gain practical, hands-on skills that support their personal and professional development.

Bacup Borough Football Club

Earlier this year, Bacup Borough Football Club began renovations on its clubhouse and was actively seeking volunteers to support the work. Spotting an opportunity, the club's Head of Business Development, Jane Pallister, approached Rossendale Works to create a meaningful volunteering experience for its participants. From this collaboration, the weekly Work Party session was established.



Bacup Borough Football Club now welcomes volunteers from Rossendale Works who come together to support a wide range of maintenance tasks, both inside the clubhouse and across the grounds.

In return, participants receive recognition through season tickets and certificates, while gaining practical skills, confidence, and stronger community connections. At the same time, their efforts help preserve a historic community asset that continues to play an important role in Rossendale life.

Across the Bacup Work Parties, the net social value generated for 2025-2026 financial year is projected to be:

£8,439

Development of new
**PEER SUPPORT
NETWORKS**

**IMPROVED
confidence**

**SENSE OF
PURPOSE**

100% of participants reported the development of skills that boosted their employability.

Angela Shian's Story

Angela began accessing employment support from Rossendale Works in early 2025, determined to improve her chances of finding work despite a significant gap in her CV. Eager to gain new experience and build her confidence, she was one of the first participants to join the newly created Work Party—a volunteering group formed when Bacup Borough Football Club began renovating its historic clubhouse and sought support from the community.

From the outset, Angela made a strong impression. The Work Party involved a wide variety of tasks, such as removing and replacing old flooring in the clubhouse, maintaining and covering outdoor areas, completing general grounds maintenance and tidying, and refurbishing the changing rooms. Angela approached every task with energy and enthusiasm, quickly becoming a reliable and proactive member of the team.

Danny Thomas, Rossendale Works' Support Worker, was impressed with Angela's dedication to the Work Party, stating: "Angela took on an active role in dividing up roles and keeping fellow volunteers on-task; she approached each week with a sense of enthusiasm, and was incredibly driven. It was clear to us that Angela was ready and willing to work hard to enhance her CV and secure employment.



"We were so impressed with how Angela approached the Work Party that we decided to ask her to volunteer for Rossendale Works' wider projects, and she now supports several of our weekly physical activity sessions. She now provides participants with guidance and encouragement, drawing on her own experiences with Rossendale Works to help other participants' actively engage with our services".

Throughout the renovation project, Angela adopted an almost supervisory role, helping ensure that all tasks were completed on time and to a high standard. She not only completed her own duties thoroughly but also began offering thoughtful suggestions to improve how the team organised themselves and tackled their workload. Her initiative, leadership qualities, and commitment to personal development made her a key asset to both the Work Party and the wider Rossendale Works programme.

Training and Qualifications

Rossendale Works has been successfully using Active Lancashire's Learning Zone to deliver tailored training to programme participants. This innovative platform gives individuals flexible access to targeted learning opportunities that build skills, boost confidence, and support their journey into employment.

IT Skills

Rossendale Works' Support Workers identified that a significant barrier preventing many participants from progressing into employment was a lack of basic IT skills. Recognising how essential digital confidence has become in modern jobsearching, the team partnered with Active Lancashire's Learning Zone to develop a dedicated Basic IT Skills course.



This tailored programme was designed to help individuals learn how to use essential software such as Microsoft Word, PowerPoint, and Excel—skills that not only enhance a CV but also strengthen overall employability. The course also introduced participants to a range of jobseeking websites and apps, guiding them through how to create profiles, upload documents, search for vacancies, and submit online applications.

By building these core digital skills, the programme aims to empower participants to navigate the job market more confidently and independently, removing a key obstacle in their journey towards sustainable employment.



97

training
courses
delivered

82%

of students felt
they gained

new skills



and a further

73%

now feel

more confident



when applying for jobs

- Basic IT Skills Course Cohort One

Rossendale Works has been successfully using its bespoke Learning Zone platform to deliver tailored training that supports participants on their journey into employment. A gap in basic IT skills was identified, and Geraldine Coogan began facilitating weekly digital skills sessions at Community Link in Haslingden. These sessions have empowered participants to build confidence, develop essential digital skills, and explore wider employment opportunities, while providing a supportive environment to learn and grow.

Geraldine said, "It's been amazing to see participants gain confidence with technology and realise how much they can achieve. These sessions not only teach practical skills but also open doors to new opportunities and greater independence."

Since the sessions began, participants have reported increased confidence in using computers, applying for jobs online, and completing tasks they previously found intimidating. Many have already applied their new skills in real-world situations, from creating CVs to navigating job portals, demonstrating how the initiative is helping individuals take meaningful steps toward sustainable employment.

Building on this success, Rossendale Works is developing additional courses to further support employability, equipping participants with the skills and confidence they need to progress in their careers and achieve long-term goals.



Physical Activity

Since opening in 2018, Rossendale Works has combined movement and physical activity with employability support to help participants build both confidence and practical job skills. Physical activity supports mental well-being, resilience, and focus, creating a positive environment where individuals can develop the confidence and transferable skills needed to succeed in the workplace.

Non-Contact Boxing

Rossendale Works runs several physical activity sessions each week, designed to boost participants' resilience, improve overall well-being, and provide opportunities to meet like-minded people in a supportive environment. These sessions also serve as a pathway to additional support, helping participants access guidance and resources as they work toward personal and professional goals.



One particularly popular activity is non-contact boxing, which encourages participants to develop confidence, focus, and self-discipline while learning new skills in a safe and inclusive setting. Beyond the physical benefits, these sessions foster social connections, build teamwork, and help participants develop the motivation and mental strength needed to overcome challenges both in and out of the workplace.



68

participants
regularly attend
physical activity
sessions

80%

of participants noticed

improved
wellbeing



since attending physical
activity sessions

Tim's Story

After accessing support from Rossendale Works, Tim successfully retrained as a boxing instructor and established his own business, delivering weekly classes and one-to-one training to members of the local community.

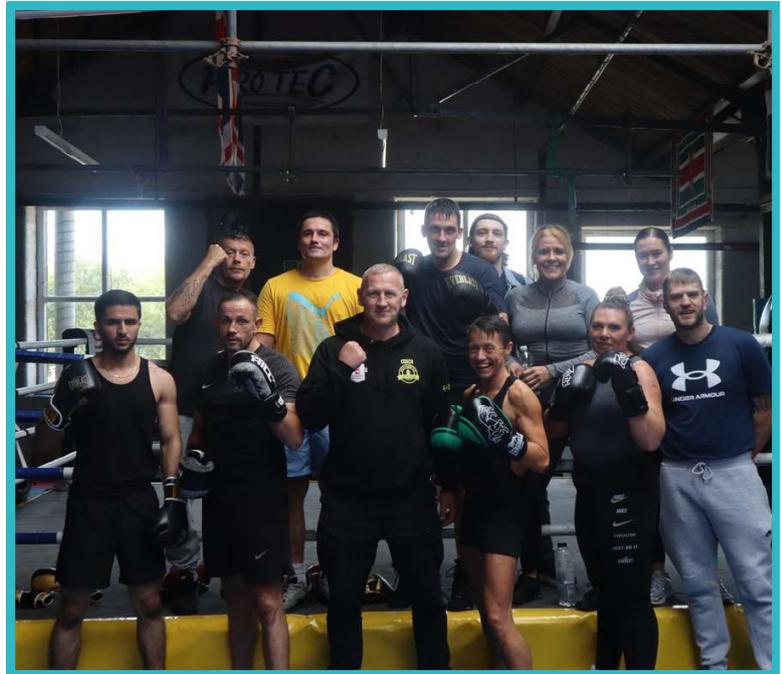
Motivated to give back and support individuals in a similar situation to his own, Tim began delivering free weekly boxing sessions for Rossendale Works participants. The sessions are designed to be inclusive, welcoming participants of all abilities, and focus on improving resilience, confidence, and overall well-being.

By providing a consistent structure and routine, the sessions encourage regular attendance and help participants build discipline, motivation, and a sense of achievement.

Beyond the physical benefits, Tim's sessions also foster social connections, create a supportive community, and give participants a safe space to learn new skills while working toward personal and professional growth.

Tim said, "I know how much having support and structure helped me when I was starting out. These sessions give participants a safe space to challenge themselves, build confidence, and see what they can achieve both in fitness and in life."

Paul Becouarn, Project Lead at Rossendale Works, added, "Tim's sessions are a fantastic example of how peer-led support can transform lives. Participants not only improve their physical health, but also gain confidence, resilience, and a sense of belonging—key ingredients for moving forward in work and life."



Employment Support

Rossendale Works also offers a range of traditional employment support options, including CV writing support, interview skills preparation and general assistance in seeking and securing employment. Rossendale Works has long-standing relationships with many businesses across the borough, who are keen to employ participants wherever possible - whether it be through temporary, voluntary or full-time employment.

Weekly Support Sessions

Rossendale Works runs a variety of free, weekly support sessions designed to equip individuals with the tools, guidance, and resources needed to progress toward employment. These sessions take a holistic approach, addressing both practical skills and personal development, to help participants build confidence, resilience, and the motivation to achieve their career goals.

One such session is the weekly Breakfast Club, which takes place every Thursday. The session is delivered in a relaxed, drop-in format, allowing participants to have informal conversations with Rossendale Works' Support Workers. These discussions help identify areas where individuals may need additional guidance or support, whether that relates to skill development, career planning, or overcoming barriers to employment.

Following the Breakfast Club, participants are signposted to further targeted support, such as the Skills Hub, which runs every Monday. During these sessions, participants have the opportunity to develop practical skills that are crucial for securing work, including CV writing, interview techniques, and jobsearch strategies. The Skills Hub also covers broader topics, such as identifying reliable online job platforms and learning how to use them effectively. By combining informal guidance with structured skills development, Rossendale Works provides a comprehensive pathway that helps participants take tangible steps toward sustainable employment.



69
participants
actively engaging in
jobseeking support



18
of which have
secured
employment

and a further
17
of whom have gained
qualifications
to enhance their CV



Chris had been struggling with depression and severe social isolation, feeling disconnected and lacking motivation. Everything changed when he began attending Rossendale Works sessions twice a week. The regular routine and supportive atmosphere gave him structure and helped him start rebuilding his confidence. Chris describes the programme as giving him “a reason to get out of bed in the morning.”

With this newfound confidence, Chris took on a volunteer role at the Bleakholt Animal Sanctuary Charity Shop in Bacup, gaining practical experience and reconnecting with his local community. He says, “The only way I can describe looking for a job at almost 50 years old is like looking through the wrong end of a telescope. It takes people like the employees at Rossendale Works to teach you not to give up, but to turn the telescope around! I don't know if Rossendale Works realise just how much they have supported me – a huge thank you to their team for all of their help and encouragement!”



Chris's hard work and determination paid off when he secured a position at a local health equipment manufacturer, where he is now thriving. He continues to attend Rossendale Works sessions whenever he can and has expressed a desire to volunteer in the future to support others facing similar challenges.

Oliver Chadwick, Rossendale Works Employability Officer, said, “Through consistent support and the use of physical activity as a tool to build confidence and wellbeing, Chris was able to overcome significant barriers—not just from employment, but from connecting with others and finding a sense of belonging. Seeing him thriving now is a real testament to what can happen when the right support is in place.”

Social Value

As part of understanding the impact being made in communities across Lancashire, data is collated to measure Social Value. Put simply, Social Value is a measure of the positive impact had on individuals within a place through financial proxy values and evidencing the social impact through stories. A variety of models exist, each with their own merits with the challenge then being the need to identify which is the most appropriate for the work being carried out. Active Lancashire's model has been developed by Social Value Business due to the vast breadth of the work carried out on a day-to-day basis. The model allows for each area of our work to contribute their impact to create a collective social value across the previous financial year at scale covering Lancashire.

The total Social Value figure created by Rossendale Works was

£507,475

For the **169 participants** that engaged with projects delivered by Rossendale Works in the 23-24 financial year, these **key outcomes** were reported:



VOLUNTEERING
at local community projects



SKILLS
of participants were developed



QUALIFICATIONS
gained in a range of subjects



EMPLOYMENT
opportunities accessed by participants



ISOLATION
was reduced amongst participants



WELLBEING
increased for our participants

Free, Weekly Activities

Designed to help you make friends, learn new skills and boost your wellbeing.



Tuesday

Boxercise and Wellbeing Group

📍 Love Boxing, Unit 3a, Myrtle Grove, Waterfoot, BB4 7JH

🕒 2:00pm - 3:00pm



Wednesday

Football Works 5-a-side

📍 Marl Pits, Newchurch Road, Rawtenstall, BB4 7SN

🕒 1pm - 2pm



Thursday

Bacup Football club work party

📍 Brian Boys Stadium, Blackthorn Lane, OL13 8EE

🕒 1pm - 3pm



Thursday

Your Free Breakfast Club +

Cycle Group Forum (optional)

📍 Trinity Baptist Church, Bacup, OL13 0AL

🕒 10AM - 12PM

Live Position Matching

We will help you find specific live job opportunities with direct links and application guidance tailored to your skills and interests

AI-Proof CV Creation

Make your CV stand out! We'll help you create an AI-proof CV and tailor it for specific positions to beat automated screening systems.

Additional Support

Thanks to The National Data Inclusion Network & The Good Things Foundation, we're able to offer a range of free training courses and, in some cases, provide free devices for those in need.

Sessions are free of charge and open to those of all abilities.

For more information please contact Oliver on [07562630299](tel:07562630299) or

Geraldine on [07465755471](tel:07465755471), or email office@activelancashire.org.uk

Integrated Impact Assessment

The council carry out Integrated Impact Assessments (IIA) to analyse the effects of our decisions, policies or practices. Throughout this document, policy refers to any policy, strategy, project, procedure, function, decision or delivery or service. The IIA should be undertaken/started at the beginning of the policy development process before any decisions are made. Policies are developed and reviewed using a consultative approach involving relevant internal and external stakeholders. Officers must consider what action needs to be taken to help overcome or minimise any disadvantages that people who share a protected characteristic will experience in compliance with the Equality Act 2010 and socio-economic disadvantage.

Name of policy:	The Valley Plan / Economic Development Strategy
Lead officer name	Megan Eastwood
Job title	Head of Housing and Regeneration
Service area	Economic Development
Telephone contact	01706 252401
Email contact	meganeastwood@rossendalebc.gov.uk
Date Assessment commenced	28 th January 2026
Date assessment completed	28th January 2026

The main aims/objectives of this policy are:

This Integrated Impact Assessment considers the potential effects of the proposal to extend the Rosendale Works Employability Project for a further 12 months on:

- People with protected characteristics under the Equality Act 2010
- Residents experiencing socio-economic disadvantage

The assessment identifies potential positive and negative impacts and outlines mitigation to ensure the proposal advances equality, reduces disadvantage, and avoids discrimination.

Indicate the status of the policy or decision

New/proposed Modified/adapted Existing

Indicate protected characteristics have been assessed

Age	<input checked="" type="checkbox"/>	Disability	<input checked="" type="checkbox"/>	Gender reassignment	<input checked="" type="checkbox"/>
Religion/belief	<input checked="" type="checkbox"/>	Sexual orientation	<input checked="" type="checkbox"/>	Sex	<input checked="" type="checkbox"/>
Pregnancy/maternity	<input checked="" type="checkbox"/>	Race	<input checked="" type="checkbox"/>	Marriage or civil partnership	<input checked="" type="checkbox"/>

Indicate socio-economic disadvantage has been assessed

1. Identify any positive or negative impacts on protected characteristics and socio-economic disadvantage

Protected characteristic	Positive/Negative	How does it impact?
Age	Positive	<ul style="list-style-type: none"> The project supports working-age residents, including young adults not in education, employment or training (NEET), and older workers facing redundancy, long-term unemployment, or health-related barriers. Flexible engagement reduces age-related exclusion from mainstream employment services.
Disability	Strongly positive	<ul style="list-style-type: none"> A significant proportion of participants experience physical disabilities, long-term health conditions, or mental health challenges. The project provides non-clinical wellbeing support, confidence-building, physical activity sessions, and referrals into specialist services.
Gender reassignment	Positive	<ul style="list-style-type: none"> LGBTQ+ individuals may experience discrimination, mental health challenges, or lack of confidence in workplace environments.
Marriage and civil partnership	Positive	<ul style="list-style-type: none"> Intervention helps support healthier relationships. This is through the services individuals can access for issues causing a detrimental impact on their relationships.
Pregnancy and maternity	Positive	<ul style="list-style-type: none"> The project supports individuals returning to the labour market following maternity or extended caring breaks.
Race	Positive	<ul style="list-style-type: none"> Although Rossendale has a smaller minority ethnic population than national averages, residents from ethnic minority backgrounds can face additional barriers to employment,

		including language, lack of confidence, and discrimination.
Religion or belief	Neutral to positive	<ul style="list-style-type: none"> • No adverse impacts identified. • Activities are voluntary and non-discriminatory.
Sex	Positive	<ul style="list-style-type: none"> • Women disproportionately represented among economically inactive residents due to caring responsibilities, health issues, or part-time work barriers. • Men are disproportionately affected by long-term unemployment, redundancy, and poor mental health outcomes.
Sexual orientation	Positive	<ul style="list-style-type: none"> • LGBTQ+ individuals may experience discrimination, mental health challenges, or lack of confidence in workplace environments.
Socio-economic	Strongly positive	<p>The Rossendale Works project directly addresses socio-economic disadvantage by supporting residents who are:</p> <ul style="list-style-type: none"> • Economically inactive or long-term unemployed • Living in low-income households • Experiencing poor health, low skills, social isolation, or multiple barriers <p>Key socio-economic benefits include:</p> <ul style="list-style-type: none"> • Improved access to employment, education, and training • Increased household income and financial resilience • Improved physical and mental wellbeing • Reduced reliance on crisis services and statutory interventions • Reduced inequalities between communities within the borough <p>Failure to extend the project would disproportionately affect the most vulnerable residents and risk widening existing inequalities.</p>

2. Explain and provide examples of any evidence/data used (add additional rows if needed)

Evidence	How does this have an impact on the protected characteristic?
Project experience since 2018	<p>The Rossendale Works project has run since 2018, working with individuals from all of the protected characteristics above during that time.</p> <p>There are no protected characteristics that have been negatively impacted during the duration of the project.</p>

3. Outcome of IIA

What course of action does this EIA suggest you take?	Please indicate
Outcome 1- The IIA has not identified any potential for negative impact on the protected characteristics. Progress to EIA approval – section 5	<input checked="" type="checkbox"/>
Outcome 2- The IIA has identified a possibility for negative impact on the protected characteristics. An IIA Action Plan must be completed to mitigate the negative impact – section 4 before approval section 5	<input type="checkbox"/>

4. IIA action plan

Based on the above impact assessment, findings/evidence and outcomes identified, please complete the Action Plan below. The action plan should address:

- Any gaps in findings/evidence research including any consultation or engagement regarding the policy and its actual/potential impacts
- How you will address any gaps
- What practical changes/action that will help reduce any negative impacts identified
- What practical changes/action that will help enhance any positive contributions to equality

Negative impact identified	Action required	Lead officer	To be completed

Monitoring and reviewing the effect of the policy
Please state how you will monitor the impact and effect of this policy

5. IIA approval (to be completed by the relevant Head of Service/Director)

- Outcome of IIA agreed/approved by Management Team: (date)
- Published on council website: (date)

Signed: (Head of Service/Director) (date)