

**ANGUS COUNCIL**

**POLICY & RESOURCES COMMITTEE – 7 MARCH 2023**

**SCOTTISH GOVERNMENT PARENTAL EMPLOYMENT SUPPORT FUND**

**REPORT BY ALISON SMITH, DIRECTOR OF VIBRANT COMMUNITIES AND SUSTAINABLE GROWTH**

**ABSTRACT**

This paper provides an overview of the Parental Employability Support Fund (PESF) and the conditional financial allocation for Angus for 2023/24. It notes that Angus Council, as lead accountable body, will consult and prepare a Delivery Proposition Plan setting out how we propose to spend our allocation, and seeks approval to delegate authority to the Director of Vibrant Communities and Sustainable Growth following consultation with the Convenor of Policy and Resources Committee to submit the Delivery Proposition Plan along with the signed Grant Offer Letter to Scottish Government by the required deadline.

**1. RECOMMENDATIONS**

It is recommended that Committee

- (i) Note the increased conditional financial allocation to Angus Council for the Parental Employability Support Fund (PESF) for 2023/24 of £1.59 million;
- (ii) Note that a Parental Employment Support Delivery Proposition Plan for Angus is required to be prepared, in conjunction with partners and stakeholders and submitted to Scottish Government along with a signed Grant Offer Letter no later than 30 April 2023 which is a very tight deadline;
- (iii) Note the content of paragraph 5.4 of this Report which details some of the current themes proposed that fit with the criteria for the Delivery Proposition Plan;
- (iv) In light of this deadline, delegate authority to the Director of Vibrant Communities and Sustainable Growth following consultation with the Convenor of Policy and Resources Committee to submit the Delivery Proposition Plan to the Scottish Government by the required deadline of 30 April; and;
- (v) notes that a copy of the Delivery Proposition Plan will be shared with the Policy and Resources Committee at a future date

**2. ALIGNMENT TO THE COUNCIL PLAN**

2.1 The PESF through the Delivery Plan will provide a number of opportunities to address the following priorities in the Council Plan.

**Economy:** We want Angus to be a 'go-to' area for business

- spend Council money locally where we can help to grow our local economy
- support the creation of local, paid, and lasting job opportunities for our citizens

**People:** We want to maximise inclusion and reduce inequalities

- work in partnership to develop trauma informed approaches, creating environments which support compassionate provision of services and encourage people to be kind.
- work collaboratively for and with our citizens to keep them safe in resilient communities.
- reduce social isolation and loneliness.
- offer our citizens a range of opportunities to help them achieve their potential and to reduce poverty.

**Place:** We want our communities to be strong, resilient and led by citizens

- engage with citizens and communities to deliver the right services in the right place and the right time

### **3. BACKGROUND**

3.1 The Scottish Government [Tackling Child Poverty Delivery Plan 2022-26](#) sets out the bold and ambitious actions that we will take with partners across Scotland to provide the support families need both immediately and in the medium to longer term.

*“To deliver sustained reductions in child poverty over the longer term and break the cycle of child poverty, we will work with partners to provide the integrated and holistic support parents need to enter quality employment, improve their wider wellbeing and engage with the drivers of poverty reduction.”*

3.2 The direct drivers of poverty fall into 3 main categories:

- Income from employment,
- Costs of living and
- Income from social security.

Being in employment remains the most sustainable route out of poverty, but it is not a guarantee against poverty. (Source: <https://www.gov.scot/publications/tackling-child-poverty-delivery-plan-annex-2-further-technical-information>)

3.3 The Scottish Government draft budget set out plans to invest £69.7million in parental employability support of which £1.59million is indicatively allocated to Angus and is only committed for a single year.

3.4 The increase in funding compared to previous years is due to the new [Best Start, Bright Futures](#) report, commitment by Scottish Government to eradicate Child Poverty through employability offer to parents. It is not just about “more of the same”, but rather providing additional funding that can be used flexibly to address challenges locally. To develop a delivery proposition, we need to start with the following:

- Bottom out what these challenges are to design the provision appropriately.
- Increase the reach of services (e.g., exploring creative ways to market services and engage parents not covered under the existing programmes
- Co-ordinating relevant activity locally to provide more holistic support to parents;

### **4. PARENTAL EMPLOYABILITY SUPPORT FUND**

4.1 PESF is a support programme offered by Angus Council which is funded by the Scottish Government. PESF funding has been received for the past 3 years but not to the scale now being proposed by the Scottish Government. Annual funding has been circa £106,000 per annum during this time

4.2 PESF provides a more flexible and user-based model of delivery that supports parents into work as well as helping those already in work to increase their household income.

The programme provides person-centred help for parents to address their barriers to work, which might include a lack of skills or work experience, health support, money advice, confidence building or motivational support.

4.3 PESF aims to support parents to access or progress in work. It provides appropriate and timely support to parents who meet the following criteria:

- i. Have the right to live and work in the UK
- ii. Require support to access employment
- iii. Require support to progress in work

and support parents that are within the targeted family groupings:

- i. Lone Parents
- ii. Parents with disabilities or a disabled child
- iii. 3 or more children
- iv. Minority Ethnic Families
- v. Youngest child under 1 year
- vi. Parents aged 25 years and less

## 5 DELIVERY PLAN

5.1 Scottish Government require a Delivery Proposition Plan submitted along with the signed Grant Offer Letter to show indicative allocation spend. This is required to be submitted by 30 April 2023.

5.2 The Economic Development Skills & Employability Team will lead on preparation of the Delivery Plan for submission in consultation with both internal and external stakeholders, the Local Employability Partnership and the Convenor of the Policy and Resources Committee.

This team will act as lead accountable body for and oversee all monitoring and compliance requirements. There are currently two funded posts through PESF funding - a Compliance Assistant (LG6) and a Development/Compliance Officer LG10 (both temporary FTE) who will continue to support the work.

5.3 This funding will work alongside other Scottish Government funding received through [No One Left Behind](#) approach and will seek to add value and not duplicate current employability services. It will also look to support other Child Poverty initiatives where appropriate.

5.4 There is a significant level of detail required for the Delivery Plan and we will aim to ensure appropriate engagement in its preparation, in the context of limited staff resource within the timescale however current themes proposed that fit with the criteria include:

- To deliver intensive in and out of work employability support, including support to upskill, apply for jobs, etc. for low-income parents who are not ready for Fair Start Scotland and other local or national programmes.
- To help in meeting the increasing challenge of in-work poverty, targeting in-work support to help parents already in work to upskill, providing access to training and support to progress in employment including childcare.
- For person-centred help for parents to address their barriers to work, which includes training, upskilling, as well as support to access health support, money advice, clothing support, driving lessons or travel support or motivational support through supporting individuals to access these wrap-around support services.
- To fund Key Workers who will work with participants throughout the process and continue to provide support for up to 26 weeks following the participant's progression into work. Providing aftercare support for up to 52 weeks enables participants entering employment to sustain and further improve their skills.
- To carry out an initial assessment of all participants to ascertain specific barriers and needs and provide an Action Plan to participants identified as requiring this intervention. It should aim to address needs identified and utilises the agreed targets and outcomes.
- To deliver an employability system that supports more parents, particularly those facing multiple barriers - to move into the right job at the right time. Putting in place arrangements that maximise the opportunity for inclusion and investment of partner funds.
- To promote fair working practices, including payment of the Living Wage as this relates to the Angus Council's areas of responsibility.

5.5 The deadline for submission means that the Delivery Proposition Plan cannot be shared with the Policy and Resources Committee prior to its submission. Full details of the Delivery Plan will be reported to a future Policy and Resources Committee

- 5.6 Provision of services will be procured via a hybrid model. Using a mix of Scotland Excel Dynamic Purchasing System and small grants process we will ensure local providers are able to submit bids for funding. What to procure will be decided via a data led approach along with customer feedback and Local Employability/Community Planning Partnership suggestions.
- 5.7 The Delivery Plan will be continually reviewed and monitored by Scottish Government on a monthly basis through quarterly reporting and quarterly discussions.

#### **Timescales**

- 5.8 Timescales for the preparation of the Delivery Plan are extremely tight, with submissions to be made by 30<sup>th</sup> April 2023
- 5.9 Scottish Government will issue indicative allocations mid-March with final grant offer letters estimated mid-April 2023.

### **6 FINANCIAL IMPLICATIONS**

- 6.1 There are no additional financial implications for the Council as the PESF will be delivered by staff currently funded through Scottish Government. This includes a Compliance Assistant (LG6) and a Development/Compliance Officer LG10 (both temporary FTE). Officer time may however be required to support the project financial and monitoring responsibilities as well as adhering to the legal terms and conditions of the grant from Scottish Government.

### **7 EQUALITY IMPACT ASSESSMENT**

An Equality Impact Assessment is attached.

**NOTE:** No background papers, as detailed by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to a material extent in preparing the above report.

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## Equality Impact/Fairer Scotland Duty Assessment Form

(To be completed with reference to Guidance Notes)

### Step 1

**Name of Proposal** (includes e. g. budget savings, committee reports, strategies, policies, procedures, service reviews, functions): **Implementation of Parental Employment Support Funding in Angus**

### Step 2

Is this only a **screening** Equality Impact Assessment

~~Yes~~/No

**(A)** If Yes, please choose from the following options **all** reasons why a full EIA/FSD is not required:

(i) It does not impact on people

Yes/No

(ii) It is a percentage increase in fees which has no differential impact on protected characteristics

Yes/No

(iii) It is for information only

Yes/No

(iv) It is reflective e.g. of budget spend over a financial year

Yes/No

(v) It is technical

Yes/No

If you have answered yes to any of points above, please go to **Step 16**, and sign off the Assessment.

**(B)** If you have answered No to the above, please indicate the following:

Is this a full Equality Impact Assessment

Yes/No

Is this a Fairer Scotland Duty Assessment

~~Yes~~/No

If you have answered Yes to either or both of the above, continue with Step 3.

If your proposal is a **strategy** please ensure you complete Step 13 which is the Fairer Scotland Duty Assessment.

### Step 3

(i)Lead Directorate/Service: Economic Development – Skills & Employability

(ii)Are there any **relevant** statutory requirements affecting this proposal? If so, please describe.

This proposal will adhere with the Equality Act 2010

(iii)What is the aim of the proposal? Please give full details.

Eradicating Child Poverty remains a priority for Angus Council. The Parental Employability Support Fund (PESF) is collaboratively managed by Scottish and Local Government, providing dedicated support for low-income families.

PESF offers support to:

- Lone Parents
- Parents with disabilities
- Young parents aged 25 years and less
- Minority ethnic families
- Families with a disabled child
- Families with 3 or more children
- Families where the youngest child is under 1 year

Taking a holistic Key Worker approach parents are supported to upskill and/or re-train, increasing family income, lifting themselves and their families out of poverty.

The fund will provide personalised support for parents who face barriers to progressing their careers, including help to gain qualifications, improving skills or work experience; money advice, and motivational support.

(iv)Is it a new proposal?      Yes/~~No~~      Please indicate      OR

Is it a review of e.g. an existing budget saving, report, strategy, policy, service review, procedure or function?      ~~Yes~~/No      Please indicate

### Step 4: Which people does your proposal involve or have consequences for?

Please indicate all which apply:

Employees                      Yes/~~No~~

Job Applicants                Yes/~~No~~

Service users                 Yes/~~No~~

Members of the public        Yes/~~No~~

**Step 5: List the evidence/data/research that has been used in this assessment (links to data sources, information etc which you may find useful are in the Guidance). This could include:**

**Internal data** (e.g. customer satisfaction surveys; equality monitoring data; customer complaints).

Feedback from clients working with 16+, Skills & Employability Team along with current equality data which is sent to Scot Gov on a quarterly basis

We will use our local data on care experienced, positive destination, attainments, English as a second language etc.

**Internal consultation** (e.g. with staff, trade unions and any other services affected).

Consultation with Human Resources to look at workforce planning strategy and supporting people into vacancies. Discussions on recruitment processes and guaranteed interviews for target groups. Also discussion with Employability Programme Board which has representation from touchpoint employability services within Angus Council.

**External data** (e.g. Census, equality reports, equality evidence finder, performance reports, research, available statistics)

[Angus Council Plan 2022-25](#)

[Angus Community Plan 2017-30](#)

[Angus Child Poverty Action Plan 2020/21](#)

[Tay Cities Regional Economic Strategy](#)

[Tay Cities Regional Skills Investment Plan](#)

[Young Person's Guarantee Activity Plan \(Phase 1\): EQIA and Equality Action Plan - gov.scot \(www.gov.scot\)](#)

Providing a baseline prior to the UK leaving the EU and before the impacts of the COVID-19 pandemic, EHRC's [Fairer Scotland report 2018](#) highlights areas of inequality in Scotland over a number of areas, including educational attainment and employment.

**External consultation** (e.g. partner organisations, national organisations, community groups, other councils).

We will consult with Third Sector via Community Planning Partnership, Local Employability Partnership and various other local partnership working groups. We will also look at benchmarking data with other LA's e.g. Dundee, Perth etc

**Other** (general information as appropriate).

## **Step 6: Evidence Gaps.**

Are there any gaps in the equality information you currently hold? **Yes/No**

If yes, please state what they are, and what measures you will take to obtain the evidence you need.

Internal data on numbers of BME, those with disabilities etc.

We will work with colleagues in Education/CLD to gather data and to determine baseline. We will also look at external data through NOLB toolkit to identify gaps.

**Step 7: Are there potential differential impacts on protected characteristic groups?** Please complete for each group, including details of the potential impact on those affected. Please remember to take into account any particular impact resulting from **Covid-19**.

**Please state if there is a potentially positive, negative, neutral or unknown impact for each group. Please state the reason(s) why.**

Age

**Impact** Positive, ensure the more effective integration and alignment of employability support and services. These consist of specific programmes targeting younger parents, 16+, under 25's and also services for older ie those over 25 up to pension age. This involves partners working more closely together to simplify the current employability landscape and deliver better outcomes for parents of all ages who face significant barriers to accessing work. There is a 'no wrong door' approach in operation where delivery partners work collectively to connect parents to the most appropriate service. The proposal specifically mentions work to ensure no displacement of others such as older people in the labour market. This will also support the need to tackle child poverty and enforcing Rights of the Child. The fund is looking to improve learning, training and employment outcomes for all parents, regardless of their protected characteristics.

Disability

**Impact** Positive, the proposal specifically mentions the disability employment gap and trying to tackle that. Also, covid has had a disproportionate impact on parents and their mental health, so tackling the covid negative impacts mentioned in the information will address that. Support disabled people to participate in training, employment and in-work support. Gather data to enable delivery partners to better target support to disabled people; Support disabled people to undertake formal volunteering opportunities and address barriers which may prevent them from doing so; Provide local partnership funding for additional support for disabled people; and, Promote the NOLB 3 Year plan to those working on other policy priorities to support the creation of additional opportunities for disabled people.

Gender reassignment

**Impact** Neutral the proposal will not discriminate directly or indirectly against anyone based on gender including gender reassignment.

Marriage and Civil Partnership

**Impact** Neutral the proposal will not discriminate directly or indirectly against anyone based on marriage and civil partnership.

Pregnancy/Maternity

**Impact** Positive, The proposal will provide support to young mothers, and additional money from the Parental Employability Fund. Pregnant women will be more aware of the opportunities that are, and may become, available through provision.



Race - (includes Gypsy Travellers)

**Impact** Positive, The proposal will provide supports for people who have English as a second language and for refugees, who are also included. SG are committed to increasing the number of employees in local government by ensuring we have identified actions to increase the number of BME employees in the public sector increasing the number of modern apprentices. Promoting fair and equitable access to opportunities by challenging inequalities, supporting delivery partners and employers; providing guidance will have a positive impact for this group.

Religion or Belief

**Impact** Neutral, The proposal will not discriminate directly or indirectly against anyone based on religion or belief.

Sex

**Impact** Positive, The proposal will provide support to lone parents – still predominantly female. Looking to have occupational segregation tackled in employment and volunteering, LAs must look at their Gender Pay Gaps, gender and transport issues to be tackled, along with flexible working and Living Wage. Data for 2021 shows gender employment gap of 8.1%, also 25.2% earning less than Living Wage. Promoting fair and equitable access to opportunities by challenging inequalities, supporting delivery partners and employers; providing guidance will have a positive impact for this group

Sexual orientation

**Impact** Neutral, The proposal will not discriminate directly or indirectly against anyone based on sexual orientation.

**Other**

### **Step 8: Consultation with any of the groups potentially affected**

If you have consulted with any group potentially affected, please give details of how this was done and what the results were.

Consultation with clients/stakeholders to be undertaken imminently and feedback incorporated into delivery proposal.

If you have not consulted with any group potentially affected, how have you ensured that you can make an informed decision about mitigating action of any negative impact (Step 9)?

### **Step 9: What mitigating steps will be taken to remove or reduce potentially negative impacts?**

N/A

**Step 10: If a potentially negative impact has been identified, please state below the justification.**

N/A any impacts identified are positive

**Step 11: In what way does this proposal contribute to any or all of the public sector equality duty to:** eliminate unlawful discrimination; advance equality of opportunity; and foster good relations between people of different protected characteristics?

The whole scheme is looking at wholistic removal of barriers to young people accessing employment, volunteering, and all other positive destinations, thereby advancing equality of opportunity for all of the groups mentioned in this EQIA. The scheme also seeks to eliminate unlawful discrimination and foster good relations between people of all protected characteristics.

**Step 12: Is there any action which could be taken to advance equalities in relation to this proposal?**

No

**Step 13: FAIRER SCOTLAND DUTY**

This step is only applicable to **strategies** which are key, high level decisions. If your proposal is **not** a strategy, please leave this Step blank, and go to Step 14.

Links to data sources, information etc which you may find useful are in the Guidance.

**Step 13(A) What evidence do you have about any socio-economic disadvantage/inequalities of outcome in relation to this strategic issue?**

**Step 13(B) Please state if there are any gaps in socio-economic evidence for this strategy and how you will take measures to gather the evidence you need.**

**Step 13(C) Are there any potential impacts this strategy may have specifically on the undernoted groupings?** Please remember to take into account any particular impact resulting from **Covid-19**.

**Please state if there is a potentially positive, negative, neutral or unknown impact for each grouping.**

**Low and/or No Wealth** (e.g. those with enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future.

**Impact**

**Material Deprivation** (i.e. those unable to access basic goods and services e.g. repair/replace broken electrical goods, warm home, leisure and hobbies).

**Impact**

**Area Deprivation** (i.e. where people live (e.g. rural areas), or where they work (e.g. accessibility of transport).

**Impact**

**Socio-economic Background** i.e. social class including parents' education, people's employment and income.

**Impact**

**Other** – please indicate

**Step 13(D) Please state below if there are measures which could be taken to reduce socio-economic disadvantage/inequalities of outcome.**

**Step 14: What arrangements will be put in place to monitor and review the Equality Impact/Fairer Scotland Duty Assessment?**

Targets for PESF are monitored via Quarterly Delivery and Financial Reports, Quarterly Data returns to Scottish Government. Equalities monitoring will be a key element of the NOLB 3 Year plan ensuring it meets the key performance indicators of the Scottish Government Strategy and Angus Council Plan. As the 3-year plan progresses we have the opportunity monitor and review equalities data and revise targets to ensure the services are inclusive to the needs of Angus residents, therefore should any trends begin to appear which suggest discriminatory treatment amendments would be made as soon as possible. Targets for whole proposal will be continuously assessed and we will undertake any remedial action necessary. This EQIA will also be monitored accordingly.

**Step 15: Where will this Equality Impact/Fairer Scotland Duty Assessment be published?**

This will be held within the service to be made accessible to the public on request.

**Step 16: Sign off and Authorisation.** Please state name, post, and date for each:

Prepared by: Fiona O'Connor, Team Leader, TCD Skills & Employability,

Reviewed by: Mark Davidson, Manager, Economic Development.

Approved by: Jill Paterson, Service Leader Planning and Sustainable Growth

NB. There are several worked examples of separate EIA and FSD Assessments in the Guidance which may be of use to you.