

ANGUS COUNCIL
POLICY & RESOURCES COMMITTEE – 2 MAY 2023
SCOTTISH GOVERNMENT - NO ONE LEFT BEHIND FUNDING
REPORT BY

ALISON SMITH, DIRECTOR OF VIBRANT COMMUNITIES AND SUSTAINABLE GROWTH

ABSTRACT

This paper provides an overview of the Scottish Government's - No One Left Behind approach and the conditional financial allocation for Angus for 2023/24. It notes that Angus Council, as lead accountable body, will consult and prepare an Annual Investment Plan setting out the proposal to spend the allocation, and seeks approval to delegate authority to the Director of Vibrant Communities and Sustainable Growth to submit the Annual Investment 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 conditional financial allocation to Angus Council for No One Left Behind (NOLB) for 2023/24 of circa £400,000;
- (ii) Note that a No One Left Behind (NOLB) Annual Investment Plan for Angus is required to be prepared, in conjunction with partners and stakeholders and submitted to Scottish Government with an indicative May 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 Annual Investment Plan;
- (iv) In light of delivery deadlines, delegate authority to the Director of Vibrant Communities and Sustainable Growth following consultation with the Convenor of Policy and Resources Committee to submit the Annual Investment Plan along with a signed Grant Offer letter to the Scottish Government by the required deadline;
- (v) notes that a copy of the Annual Investment Plan will be shared with the Policy and Resources Committee at a future date.

2. ALIGNMENT TO THE COUNCIL PLAN

2.1 This report contributes to the following priorities contained within the Angus Council Plan 2023 – 2028: -

Caring for the Economy:

- We will support and deliver programmes that help people into work

Caring for our People:

- Maximise the uptake of universal supports available for families in Angus
- Support children, young people and adults to access appropriate opportunities which allow them to progress in their learning
- Deliver the Angus "Our Bright Futures Plan"

3. BACKGROUND

3.1 Employability plays an essential role in delivering the Scottish Government's aims of tackling poverty, promoting inclusion and social justice and creating a fair and prosperous Scotland. It

is a key component of the National Strategy for Economic Transformation, contributing to delivering the vision for a strong economy where good, secure and well-paid jobs and growing businesses have driven a significant reduction in poverty and, in particular, child poverty.

- 3.2 Whilst unemployment is at historically low levels there are still many who struggle to find and keep a job. We aim to deliver an employability system that tackles inequalities in Scotland's labour market, creating a responsive, joined up and aligned approach that helps people of all ages, who face the greatest barriers to progress towards, into and to sustain work. High quality employment support can help meet these challenges and is a key supplyside policy for supporting economic growth, raising productivity and reducing inequalities
- 3.3 [No One Left Behind](#) delivers services which adhere to the overarching principles of further developing All Age Employability Support that puts the individual at its heart; is more flexible, joined-up, integrated and aligned with other services, including but not restricted to: Health, Justice, Housing, City & Growth Deals and Community Wealth Building.
- 3.4 All services align with Scotland's National Strategy for Economic Transformation (NSET), as well as address key concerns including structural inequalities in the Labour Market and make a positive impact on the following policy priorities:
- Support achievement of National Performance Framework outcomes
 - Tackling Child Poverty
 - Disability Employment Gap
 - Gender Pay Gap
 - Community Wealth Building/Anchor Institutions
 - Covid Recovery Strategy
 - Promoting Fair Work First
 - A Just Transition
 - National Drugs Mission

4. NO ONE LEFT BEHIND

- 4.1 No One Left Behind (also referred to as NOLB) is a support programme offered by Angus Council which is funded by the Scottish Government. NOLB funding has been received for the past 4 years along with Parental Employment Support Fund, Long Term Unemployed and Young Person's Guarantee funding. Up to this year funding has been allocated for each programme however moving forward we will receive one grant offer for a lesser sum to deliver No One Left Behind. Parental Employment Support Funding will be allocated separately and aligned to Best Start Bright Futures. The Parental Employment Support Fund was subject of committee report 63/23 to Policy & Resources Committee on 7 March 2023.
- 4.2 Given the range of barriers individuals may experience, and intersectionality, the eligibility criteria for No One Left Behind has been set at a high level to ensure local areas have the flexibility they need:
- Individuals who reside in Scotland
 - People from school leaving age up to 67 years (Pensionable age) who are experiencing barriers to employment;
 - Young people over the age of 15 years who are within 6 months of the school leaving date and who are identified as being at risk of not moving on to a positive destination.
- 4.3 Specific priorities of the funding are to:
- i. Tackle the Gender Pay Gap and sector segregation.
 - ii. Work towards narrowing the Disability Employment Gap – supporting the ambition to half the disability employment gap.
 - iii. Continue to mitigate the scarring economic impacts of COVID-19 on those who have been most adversely affected.
 - iv. Support the reduction of child poverty through supporting parents to increase their income through work.

5. ANNUAL INVESTMENT PLAN

5.1 Scottish Government require an Annual Investment Plan submitted along with a signed Grant Offer Letter to show indicative allocation spend. This is required to be submitted in May 2023.

5.2 The Economic Development Skills & Employability Team will lead on preparation of the Annual Investment Plan for submission in consultation with both internal and external stakeholders i.e. the Local Employability Partnership.

This team will act as lead accountable body for and oversee all monitoring and compliance requirements. There are currently two funded posts through Scottish Government 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 [Best Start, Bright Futures](#) 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 Annual Investment Plan and we will aim to ensure appropriate engagement in its preparation, in the context of limited staff resource within the timescale. We will support the shared ambitions and actions of No One Left Behind by contributing to the following objectives:

- Resource flexibly to deliver employability support in Scotland for eligible individuals who need additional support to move towards achieving sustainable outcomes.
- Provide a range of support that allows local employability partnerships to better align this support with other UK and Scottish Government investments, for example Fair Start Scotland.
- Utilise available data to identify those most in need and to prevent and reduce the number of individuals becoming or remaining unemployed or inactive.
- Support more individuals to participate in individually tailored delivery, including formal volunteering.
- Increase the number of individuals engaged in learning and skills development.
- Increase the number of individuals achieving qualifications.
- Utilise the knowledge and expertise of both local and national third sector and private sector organisations to design and deliver pre-employment support locally, to ensure a mixed economy of provision.
- Reduce levels of in-work poverty and support the career progression of individuals.
- Provide relevant training, upskilling, financial advice and mental health support by utilising available services in the third, public and private sectors.
- Provide formal personalised action plans based on individual needs for young people, aged 16 years up to their 19th birthday, who are accessing support and also claiming Education Maintenance Allowance. Employability partners must engage with education departments, to ensure legislative requirements are met.
- Provide formal volunteering opportunities which should be developed in line with the formal Volunteering Framework.
- Provide up-to-date and relevant information to people and employers seeking to access the support provided by No One Left Behind.
- Provide targeted support to parents with a view to increasing income, helping to reduce child poverty in Scotland.
- Provide targeted support to disabled people, helping to reduce the Disability Employment Gap.
- A Training Allowance may be provided for people undertaking training funded by No One Left Behind and who are not in receipt of either EMA, Universal Credit or other financial support.
- Support inclusive sustainable outcomes by helping to tackle inequalities within the labour market. This includes ensuring that support is appropriately Equality Impact Assessed to take account of the protected characteristics of people.
- Support for young care experienced people aged up to 25 years to help them achieve positive destinations.

5.5 Full details of the Annual Investment Plan will be reported to a future Policy and Resources Committee.

5.6 Following consultation with the Procurement Manager, provision of services will be procured via a hybrid model using a mix of Scotland Excel Dynamic Purchasing System, a small grants process

and local procurement frameworks to ensure local providers can submit bids for funding. Procurement options will be decided via a data-led approach involving participant/employer feedback and Local Employability/Community Planning Partnership suggestions with Policy & Resources Committee approval being sought via the PAR process as appropriate.

- 5.7 The Annual Investment Plan will be continually reviewed and monitored by Scottish Government representatives through monthly/quarterly reporting and discussions.

Timescales

- 5.8 Time scales for the preparation of the Annual Investment Plan are extremely tight, with submission expected to be required in May 2023.

- 5.9 Scottish Government will issue final grant offer letters estimated early April 2023.

6. FINANCIAL IMPLICATIONS

- 6.1 There are no additional financial implications for the Council as NOLB will be delivered by staff currently funded through Scottish Government and/or core budget. 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.

REPORT AUTHOR: FIONA O'CONNOR, TEAM LEADER SKILLS & EMPLOYABILITY

EMAIL DETAILS: O'CONNORF@ANGUS.GOV.UK

List of Appendices:

- Appendix 1 - Equality Impact Assessment Screening