



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 No One Left Behind 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.

Angus is committed to the shared ambition of No One Left Behind, to deliver a Scottish approach to employability that focuses on the needs of the individual first and foremost. A person-centred system that is more flexible and responsive to the changing labour market, tackles inequalities and grows Scotland's economy. The NOLB strategy and subsequent 3 Year Employability Plan for Angus is a commitment to bring together employers, partners to support residents in their employability journey - this offers support across the stages of the Strategic Skills Pipeline including in work support. The 3 Year Plan outlines the strengths, weaknesses, opportunities and threats as well as demonstrating how we will manage the acquisition of services and monitor progress towards our key performance aims. Our aims are to:

- Increase engagement with service users.
- Assist people to identify their employability needs.
- Support access to learning and training.
- Assist residents to secure employment and
- Helping them to progress within the workplace. This funding will focus on all-age employability service provision aimed at supporting those people experiencing barriers to opportunity

(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 people, 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 people 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 people 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. There is a need to address the particular issues for young people who are care experienced, veterans and those who have criminal convictions, literacy and digital accessibility issues. The Scheme is looking to improve learning, training and employment outcomes for all young people, 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 young people 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 NOLB 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 NOLB 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 EIA is accompanying the committee report and 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, Skills & Employability 23/03/23

Reviewed by: Doreen Phillips, Snr Practitioner (Equalities) 29/03/23

Approved by: Alison Smith, director VC &SG 7/4/23

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