



Equality Impact/Fairer Scotland Duty Assessment Form

(To be completed with reference to Guidance Notes)

Step 1

Name of Proposal

SHARED APPRENTICE LIMITED (SAL) CESSATION OF THE PROJECT

Step 2

Is this only a **screening** Equality Impact Assessment No

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

Is this a full Equality Impact Assessment Yes

Is this a Fairer Scotland Duty Assessment 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:

VIBRANT COMMUNITIES & SUSTAINABLE GROWTH

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

No

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

The aim of the proposal is to finalise closure of Shared Apprentice Limited (SAL). In 2022 Scottish Government applied criteria to all shared apprentice schemes in Scotland and SAL is not able to meet them all which has resulted in the scheme's closure.

Existing apprentices will either graduate or will be employed by host employers so the closure will not result in redundancies.

SAL, was the first of its kind in Scotland, established to offer added value apprenticeships in a geographical area that is subject to low wage rates, high youth unemployment, and an industry skills shortage within the construction sector. The programme specifically enabled small and medium size enterprises (SMEs) to deliver apprenticeship opportunities that they have would otherwise been unable to provide.

The programme has been operating for eight years as a pilot and began operation in Angus, expanded to Dundee and there have been further expansion opportunities through requests from other local authorities including Aberdeen, Aberdeenshire, Orkney, Fife, Edinburgh, Ayrshire, Stirling and others.

SAL is a collaborative approach between public and private partners to increase the skills levels in the construction sector. As a partnership SAL has created a Private Limited Company that employs only apprentices whilst they are completing their training. Staffing, payroll, administration, HR, marketing etc have been provided as help-in-kind by the partners. -

Main partners and board members are Angus Council, Dundee City Council, Construction Industry Training Board (CITB), Dundee and Angus College, Pert Bruce Construction Ltd, Andrew Shepherds Construction Ltd, Robertson Construction Ltd.–Thanks to such board composition it has been possible to have first-hand insight into the construction industry changing landscape and utilise community benefit opportunities from both councils.

In 2022 SG informed SAL about criteria every shared apprentice scheme in Scotland needs to meet to operate. The requirements were such that had they existed at the time of inception; the shared apprenticeship programme would never have never been established. SAL board assessed the criteria and when applied it would have reduced the number of host employers working with the scheme to less than 10. That would be insufficient to operate and offer apprentices placements.

(iv)Is it a new proposal? Yes

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

Please indicate all which apply:

Employees	Yes
Job Applicants	Yes
Service users	Yes

Members of the public 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).

[Evaluation of the project and response to SG report](#)

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

Service review for Project Manager (PM) currently allocated to run the project, will be undertaken in 2024

Consultation with Business Support services have been carried out and resources will be allocated to other duties within council.

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

[Scottish Government Evaluation Response 2020](#)

[Scottish Government Decision to close the programme](#)

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

We spoke with both Construction Industry Training Board (CITB) and Dundee & Angus College about demand for apprentices in the craft areas of construction courses.

We spoke with host employers about employing SAL apprentices directly.

Other (general information as appropriate).

Step 6: Evidence Gaps.

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

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

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 negative

After SAL closure there will be less apprenticeships aimed at 16-19 year old young people in construction opportunities in Tayside. SAL created additionality for young people who were not successful in applying for mainstream construction apprenticeships.

Disability

Impact negative

SAL has employed people with disabilities.

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 neutral

The proposal will not discriminate directly or indirectly against anyone based on pregnancy/maternity.

Race - (includes Gypsy Travellers)

Impact negative

SAL has employed people from ethnic minorities.

Religion or Belief

Impact neutral

The proposal will not discriminate directly or indirectly against anyone based on religion or belief.

Sex

Impact negative

Majority of applicants and apprentices employed by SAL and in construction industry are male. Closure of the scheme will affect males more than females.

Sexual orientation

Impact neutral

The proposal will not discriminate directly or indirectly against anyone based on sexual orientation

***Please note:** there is a new requirement to carry out a children’s rights assessment under the United Nations Convention on the Rights of the Child for young people aged up to 18.

Step 7 (a) Assessing Children’s Rights

We should encourage children and young people’s participation in decision-making; champion their interests, and think about what we can do to place children and young people at the centre of our policies/proposals. You need to:

- identify, research, analyse and record the anticipated impact of any proposed policy, service or other measure on children's human rights and wellbeing.
- think about the means of involving children and young people in the development of your policy/measure.
- ensure decisions are necessary and proportionate when balanced against any impact on children’s rights.

There are four articles in the [United Nations Convention on the Rights of the Child](#) (UNCRC) that are seen as special. They’re known as the “General Principles”. They help to interpret all the other articles and play a fundamental role in realising all the rights in the Convention for all children. Please answer alongside the following questions:

1. Which of the general principles apply to your proposal? Select all that apply:

Non-discrimination (Article 2)

Best interest of the child (Article 3)

Right to life survival and development (Article 6)

It could be seen as young people are denied their right to develop to their full potential as the Scheme is removed, however see 2. below, and Step 9.

Right to be heard (Article 12)

2. What impact will your proposal have on children's rights, i.e. positive, negative or neutral?

Negative and neutral: Negative - the removal of the scheme does not allow them the ability to develop their full potential. Neutral - mitigation is in place by ensuring all those taking part will be reallocated apprenticeships elsewhere.

3. How will the proposal give better effect to the UNCRC in Scotland?

N/A

4. How will the impact be monitored?

Number of apprenticeships in construction will be monitored outside the SAL

5. How will you communicate to children and young people the impact of the proposal on their rights?

All young people in SAL have been spoken to individually and alternative arrangements identified.

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 apprentices took place. Project Manager spoke individually with every apprentice affected by closure.

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)?

The construction industry has been buoyant, and demand has been met by mainstream apprenticeships. In 2023 all college spaces for joinery (4 classes of 16 students) and roofing (1 class of 16 students) have been filled in.

However, all young people who are on the programme will be looked after and no apprentice will be made redundant because of the closure.

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

There has been consultation with host employers who confirmed they would employ SAL apprentices directly by April 2024.

There will be an Economic Development service review in 2024 and SAL PM will be allocated to different duties meantime.

Business Support and Finance team resources which were involved in SAL will be allocated accordingly.

Apprentices have been informed the scheme is closing and how that affects them.

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

SAL employed on average 10 young people each year. With the scheme closing, there will be less opportunities to choose from for young people in Tayside.

However, the construction sector has been buoyant post COVID and local employers have been able to fill the courses at the college.

SAL was created to support industry after 2008 downturn and filled its role and will not be needed until the next downturn in the cycle. The scheme will prepare legacy documentation which will include all procedures and processes if it is needed to be resurrected to support young people.

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?

There will be no unlawful discrimination - every participant on the scheme will be treated fairly re their allocation to another apprenticeship.

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?

SAL will not close until there are any apprentices directly employed by the scheme and there will be no need for further their EIA

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

SHARED APPRENTICE LIMITED (SAL) CESSATION OF SCHEME - Committee Report

To be published alongside the committee report

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

Prepared by: Krystian Kolaczyk, Economic Development Co-ordinator (Sectors),
06/02/2024.

Reviewed by: Doreen Philips, Senior Practitioner (Equalities), 07/02/2024.

Approved by: Alison Smith, Director VC&SG 09/02/24

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