

# Equality Impact Assessment: Implementation of No One Left Behind Employability Approach in Angus

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**Is this proposal a high-level strategy?** No

**Type of proposal :** other;

**What type of assessment is required?** full

## *Overview*

**Directorate or service. If the proposal involves more than one directorate or service, name the lead one :** Vibrant Communities & Sustainable Growth

**Give details of any legislation relevant to this proposal :** This proposal will adhere with the Equality Act 2010

**What is being proposed?** 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, 3-year Delivery Plan and Annual Investment 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 Delivery 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

**Is this a new other or a review of an existing other?** New proposal -

## ***Impact***

**All the group(s) of people your proposal involves or affects :** Employees, Job applicants, Service users, Members of the public

**What internal data, such as customer satisfaction surveys, equality monitoring data and customer complaints, have you gathered to discover what impact (positive or negative) your proposal will have on people?** Feedback from clients working with 16+, Skills and 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.

**What internal consultation, for example with staff, trade unions and affected services, have you gathered to discover what impact (positive or negative) your proposal will have on people?** 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 internal departments such as Housing, Justice, Resettlement as touchpoint employability services within Angus Council.

**What external data, such as census data, equality reports, equality evidence finder, performance reports, research and statistics have you gathered to discover what impact (positive or negative) your proposal will have on people?** Angus Council Plan 2023-28

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](http://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.

**What external consultation have you done, with partner organisations, national organisations, other councils, community groups and others, to discover what impact (positive or negative) your proposal will have on people?** We will consult with Third Sector via Community Planning Partnership, Local Employability Partnership and various other local partnership working groups as well as consultation with client groups and those with lived experience. We will also look at benchmarking data with other LA's e.g. Dundee,

Perth, Aberdeenshire etc. Feedback from procured external services.

**What other consultation (if any) has been conducted that was not included above?**

### ***Gaps***

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

### ***Groups***

**Are there potential differential impacts on particular age groups?** Positive  
**Reason(s) for your answer :** 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 '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.

**Are there potential differential impacts on people with a disability?** Positive  
**Reason(s) for your answer :** 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 Delivery plan to those working on other policy priorities to support the creation of additional opportunities for disabled people.

**Are there potential differential impacts on people with a gender reassignment?**

Neutral

**Reason(s) for your answer :** the proposal will not discriminate directly or indirectly

against anyone based on gender including gender reassignment.

**Are there potential differential impacts on people with a marriage or civil partnership status?** Neutral

**Reason(s) for your answer :** the proposal will not discriminate directly or indirectly against anyone based on marriage and civil partnership.

**Are there potential differential impacts on people due to their race?**Neutral

**Reason(s) for your answer :** the proposal will not discriminate directly or indirectly against anyone based on their race.

**Are there potential differential impacts on people due to their sex?** Positive

**Reason(s) for your answer :** The proposal will provide support to lone parents who are 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

**Are there potential differential impacts on people due to pregnancy/maternity?**

Positive

**Reason(s) for your answer :** The proposal will provide advice and guidance to young mothers and additional support from the Child Poverty funding. Pregnant women will be more aware of the opportunities that are and may become, available through NOLB provision.

**Are there potential differential impacts on people due to religion or belief?** Neutral

**Reason(s) for your answer :** The proposal will not discriminate directly or indirectly against anyone based on religion or belief.

**Are potential differential impacts on people due to their sexual orientation?**Neutral

**Reason(s) for your answer :** The proposal will not discriminate directly or indirectly against anyone based on sexual orientation.

**UNCRC**

**Which of the general principles apply to your proposal?** Non-discrimination (Article 2), Best interest of the child (Article 3), Right to life survival and development (Article 6), Right

to be heard (Article 12) ;

**What impact will your proposal have on children's rights?** This involves partners working more closely together to simplify the current employability landscape and deliver better outcomes for people 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. 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, 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.

**How will the proposal give better effect to the UNCRC in Scotland?** It will ensure young people are fully supported and basic needs are being met, with access to other services where appropriate.

**How will the impact be monitored?** Via quarterly reporting to SG

**How will you communicate to children and young people the impact of the proposal on their rights?** This will be discussed as part of their initial needs assessment.

### *Consultation*

**Have you consulted with any of the protected characteristic groups who are potentially negatively affected by the proposal?** No

**What are your reasons for not consulting with any of the protected characteristic groups who are potentially negatively affected by the proposal?**

**How did you do this?**

**What were the results?**

### *Negative Impacts*

**What steps will you take to reduce or remove potentially negative impacts?** No potential negative impacts

### *Justification*

**If your proposal will have a negative impact, what is your justification for taking it forward?** N/A any impacts identified are positive

***Public Sector Equality Duty***

**Does this proposal contribute to any, or all, of the public sector equality duty to?** Yes

**We need to know how your proposal does this :** 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 EIA. The scheme also seeks to eliminate unlawful discrimination and foster good relations between people of all protected characteristics.

**Is there anything that could be done to advance equalities in relation to this proposal?** No

***Fairer Scotland Duty:*** Not Applicable

***Monitoring***

**How will you monitor and review your assessment in line with your proposal?** 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 Delivery plan ensuring it meets the key performance indicators of the Scottish Government Strategy and Angus Council Plan. As the Delivery 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 EIA will also be monitored accordingly.

**Will this equality impact/fairer Scotland Duty/Children's Rights assessment be included with a committee report?** Published with committee report

***Approvers***

**Reviewer Approval :** Doreen Philips - PhillipsD@angus.gov.uk

**Review Date :** 11/02/2025 12:46

**Manager Approval :** Mark Davidson - Manager - Economic Development

**Approval Date :** 12/02/2025 12:51