

# Midlothian Council Equality Impact Assessment Form



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**Lead contact:**

Annette Lang

## Section A: Introduction

### 1. Title of policy, procedure or function being assessed

Changes to National Employability Programme which is being changed at UK and Scottish Level and the possible implications for Midlothian and how it could affect those most vulnerable seeking employability support. As we do not have all the information on changes the report supports a recommendation to mitigate impact on those from protected characteristic who would access paid trainee programmes to support employability.

The report makes the following recommendations:

Council is recommended to:

- Note that the income target of £536,000 for Lifelong Learning and Employability (LLE) is projected to be unachievable in 16/17 due to the combination of the historic income targets and the reduction in employability fund contracts. LLE have a predicted overspend of £162,000 for 16/17. An income target review will take place as part of the development of the 17/18 budget; including the resolution of the predicted overspend in 16/17.
- Recognise the continued negative impact of funding and service reductions for those in equality groups.
- Note the funding and delivery of a paid trainee programme for 25 young people by realigning the Developing Scotland's Young Workforce (DSYW) funding from the Further Education widening access programme to direct delivery of the trainee programme.
- Support the LLE service to undertake the mitigating actions to support those at risk of a negative destination and reduce the funding gap.
- Raise awareness of the associated issues through Convention of Scottish Local Authorities (COSLA) and other mechanisms.

**2. Divisions/organisations/groups involved in doing this Equality Impact Assessment**

Education, Communities and Economy (ECE)

**3. Date started:**

May 16

**Date completed:**

June 16

**Section B: Information**

**4. Please describe the Policy, Procedure or Function you are impact assessing**

The national employability programmes and funding for both adults and young people will become part of the new devolved responsibilities of the Scottish Government and transferring from UK Government. However the overall funding for employability has been reduced in the transfer which in turn has lead to a decrease of youth employability places nationally by 40%. The details of adult employability programmes are yet to be issued. The report highlights this and the potential impact for Midlothian residents, although this cannot be fully assessed at this stage until further information pertaining to programmes are released.

It is also difficult for the LLE service to meet its income targets to run employability programmes due to historic income targets and a reduction in funding for national employability programmes.

**5. What information and consultation data do you have to inform your assessment? What does it tell you?**

We've analysed the Skills Development Scotland (SDS) funding contracts for employability fund and extracted data from national announcements.

We've attended the national employability conference in Stirling April/May 16, where both Scottish Government and DWP presented the information and implications of devolved employability programmes which they knew at that time.

The strategic assessment for Midlothian CPP outlines the numbers of adults seeking employment approximately 2,500 to 3,000 and also the number of school leavers and those up to 19 years old in the current participation measure figures.

#### 6. Do you need more information or more consultation/engagement data?

- Do you need anything more:
  - i. to do this Equality Impact Assessment (EQIA)
  - ii. to monitor or assess, in future, the impact of the policy/procedure or function you are EQIAing on people with different equalities characteristics
- Lack of data is not a sufficient reason to conclude there is no impact. It is insufficient to state that a policy will affect everyone equally without having considered the different barriers some people may encounter.

We need to monitor the new programmes which are announced over the forthcoming year and ensure Midlothian is in a position to secure local services for those not in a positive destination which meets the needs of all protected characteristic groups including older people as many of those unemployed are over 50 in Midlothian.

We need to monitor demand and outcomes for employability fund which is scrutinized through the SDS LEP meetings quarterly.

We will also monitor the 25 places and outcomes of the Midlothian Trainee programme to establish whether the programme is supporting mitigation of those most vulnerable and furthest from the labour market with multiple barriers including poverty.

### **Section C: Assessment**

Midlothian Council equality impact assesses on **all** of the characteristics in the shaded area below, so you should consider all of these in your assessment. If you want you can consider other groups as well.

**Race** (this includes ethnic or national origins, colour and nationality)

**Disability** (e.g. physical disabilities, sensory impairments, learning disabilities, mental health conditions or long-term illnesses)

**Sex**(male/female)

**Age** (all ages)

**Sexual Orientation** (gay man, gay woman/lesbian, bisexual, heterosexual/straight)

**Religion or belief** (including having no religion or belief)

**Pregnancy and maternity** (having just had a baby or being pregnant)

**Gender reassignment** or transgender status (a person who is proposing to undergo is undergoing or has undergone a process to change their sex)

**Marriage and Civil Partnership**

**People experiencing poverty or at risk of poverty:** (poverty may be simply defined as not having enough money to meet one's basic daily needs or to have the things that most people in the UK take for granted).

**As you answer questions 7i. to 7iv. over the page:**

**a) Think about the policy, practice or function you are assessing and**

- people with the above characteristics
- people associated with them (e.g. a parent or carer)
- people mistakenly assumed to have the above characteristics

Remember to consider impacts on staff as well as communities and customers.  
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**b) Consider whether the above people are likely to have different needs, or be affected in different ways by what you are doing/proposing. e.g.**

- People may need, or benefit from, information provided in a particular format, like large print or easyread.
- A queuing system which relies on people standing for long periods will make it very difficult for some people to use the service.
- Charging more for a service is likely to affect people from several of the groups in the shaded area above, as on average they have a lower income.
- Targeting an area of high poverty could leave people experiencing poverty outside the area even worse off in comparison

**c) Consider the General Equality Duty requirements to pay due regard to the need to:**

- eliminate discrimination, victimization, harassment or other local conduct that is prohibited under the Equality Act 2010 in relation to the characteristics listed in shaded area at the top of this page (except poverty)
- advance equality of opportunity between and foster good relations between people who share a characteristic in the shaded area and those who do not (except marriage and civil partnership and poverty)

**7i. Note any positive impacts on the above equalities groups**

The new employability programmes will be designed for a Scottish context opposed to a UK context which may support those in protected characteristics in a localised way however the details of the programmes are yet to emerge so it is difficult to assess impact and sanctions are still

likely to be part of the overall package therefore those experiencing poverty will still be affected, once programmes are known and the local offer is clear further detailed work can be undertaken to assess impact on those from other protected characteristic groups.

There are two new providers in the employability fund programme working in Midlothian which may offer those from protected characteristic group's new opportunities through providers called RUTS ( Rural and Urban Training Scheme) and Street Soccer (SS provide a range of football themed training and personal development opportunities for socially disadvantaged groups across Scotland).

#### **7ii. Note any negative impacts on equalities groups**

The overall funding for employability support has been reduced, this will have a direct effect on those in equality groups, change and time for these programmes to bed down will also have a diverse effect until systems and supports are in place affecting those across the protected characteristic groups.

Scottish government is attempting to mitigate the impact by identifying additional funding but there is still an overall reduction.

As a local authority our ability to affect national programmes is limited but concerns will be raised through COSLA and other bodies. The report outlines the services which LLE within the local authority can offer to mitigate the loss of trainee places and support for those most vulnerable seeking employment including those across the protected characteristic groups.

Other services and partners are also working together to mitigate impact through partnership community planning groups focused on poverty, employability and the young workforce.

#### **7iii. How significant would this negative impact be, and what kind of numbers would be affected?**

There are 86 places less in the employability fund than last year for the Midlothian area. We do not have the new information on devolved programmes to be able to ascertain the numbers affected by the new programmes as yet.

**7iv. Note any opportunities for making a positive impact on equalities groups.**

Offer additional 25 trainee places for young people in Midlothian.

We've secured European Structural Funding (ESF) for employability which is currently out to tender and would increase the offer over the next two year for those from all protected characteristic groups seeking employability support although they require to meet the eligibility criteria for ESF participants. The target is 900 people to receive support over a 28 months period.

**Section D: Actions and Outcomes**

Questions 8 and 9 below ask about actions which have been taken, or will be taken **as a result** of this Equality Impact Assessment (EQIA). Any pre-existing actions should be included in earlier sections.

**8. Note any actions you will be taking as a result of this EQIA:**

Think about what you can do to:

- minimise or remove any negative impacts, and
- maximise the opportunities for positive impacts

- Continue to raise issues at COSLA on the impact of employability programme changes and funding across protected characteristic groups including poverty
- Maximise the opportunities provided through LLE to support those across the protected characteristic groups
- Monitor performance as a partnership via the SDS LEP on new programmes and providers
- Offer and fund an additional 25 trainee places for local young people

**9. Please note any actions you have already taken as a result of this EQIA here.**

Produced report and emphasised the risk of the changes on those most vulnerable who face multiple barriers to employment.

**10. How will you track/monitor that the actions you mentioned in 8. have been achieved?**

e.g. by adding them to a work plan, service plan etc.

<ul style="list-style-type: none"><li>• Attending national conferences and info events on new programmes</li><li>• Implementing the ESF funded projects and tenders</li><li>• Through partnership working at the Mean meetings</li><li>• Through DWP Board</li><li>• Through SDS Lep partnership</li></ul>
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**11. If you have decided not to take any action please note why this is, and any justification, here.**

A significant negative impact, even if it affects only a small number of people, should be addressed.

n/a
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**12. Is a more detailed assessment recommended?**

Not at this stage until the new programmes are put in place.
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Version: EQIA Form V1.3 29 March 12