

Equality Impact Assessment Template – Policy, Function or Strategy

This document should be completed when a new policy, function or strategy is introduced or when a substantive change to an existing policy, function or strategy is recommended. This will ensure equality considerations are taken into account before a decision is made and the policy, function or strategy can be altered, if required.

1. Policy, function or strategy	
a.	Name/description of the policy, function or strategy ¹
b.	Responsible organisation(s)/Lead Service
c.	Lead Officer
d.	Date of Impact Assessment
e.	Partners/other Services involved in the development of the policy, function or strategy
f.	Is the policy, function or strategy?
g.	What is the purpose of the policy, function or strategy (include details of any new legislation which prompted the introduction of the policy, function or strategy or the substantive change to the policy, function or strategy)?
h.	What are the intended outcomes of the policy, function or strategy?

Employability interventions – Inverclyde Jobs Pledge

Inverclyde Council: OD, Policy and Communications Service and the Regeneration and Planning Service

Steven McNab, Head of OD, Policy and Communications and Stuart Jamieson, Head of Regeneration and Planning

12 October 2020

UK Government. Scottish Government. Fair Start Scotland contracted providers. Skills Development Scotland. Local businesses and third sector organisations.

<input checked="" type="checkbox"/>	New
<input type="checkbox"/>	Reviewed/Revised

To propose the following range of additional employability interventions in response to the Covid-19 pandemic: apprenticeships; a graduate programme; employer wage subsidies; a Council Workforce Refresh Programme; Kickstart Inverclyde; and business support.

To support the labour market in Inverclyde.

¹ Please attach details of the policy, function or strategy to this Template

i.	Geographical area (Inverclyde-wide or a specific location)	Inverclyde-wide.	
j.	Which parts of the Equality Duty will the policy, function or strategy impact on?	X	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by The Equality Act 2010
		X	Advance equality of opportunity between people of different groups
		X	Foster good relations between people from different groups
k.	Will those who may be directly or indirectly affected by the policy, function or strategy be involved in its development?	Development of the Council Workforce Refresh Programme requires consultation with a number of both regulatory and interested parties, including the Unions.	

2. Does the policy, function of strategy impact on:		
	Yes	No
a. Protected Characteristics under The Equality Act 2010: Age; Disability; Gender Reassignment; Pregnancy and Maternity; Race; Religion and Belief; Sex; Sexual Orientation (see Section 3)	X	
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty ² (see Section 6)	X	
c. Local Outcomes Improvement Plan (LOIP) 2017/22 ³ (see Section 7)	X	
d. Corporate Plan 2018/22 ⁴ (see Section 8)	X	
3. If 'Yes' is selected for any part of Section 2, please populate the other relevant Sections of this Template.		
4. If 'No' is selected for <u>every part</u> of Section 2, please state the reasons for this.		
Please sign below and email a copy of this Template to Karen Barclay, Corporate Policy Officer: karen.barclay@inverclyde.gov.uk.		
Signature:	Date:	

² [Fairer Scotland Duty: interim guidance for public bodies](#)

³ [Local Outcomes Improvement Plan 2017/22](#)

⁴ [Corporate Plan 2018/22](#) (agenda item 5)

3. Impact – Protected Characteristics

Which of the Protected Characteristics will the policy, function or strategy have an impact upon?

Protected Characteristic	Impact					Reasons/Comments
	Positive High	Positive Low	Neutral	Negative High	Negative Low	
Age	X			X		<p>It is acknowledged that while the proposals focus on younger people, support needs to be available for all.</p> <p>Only employees aged between 55 - 64 (and who are active members of the Strathclyde Pension Scheme) (50 – 54 years if a pension member prior to 06/04/2006) would be eligible to express an interest in the Council Workforce Refresh Programme.</p> <p>Employees who are < 55 years of age and who are not active members of the Strathclyde Pension Scheme are not eligible to express an interest in the Council Workforce Refresh Programme.</p> <p>Employees under 55 however would have career development opportunities from vacancies created leaving level entry posts open to wide age range of Inverclyde Citizens</p>
Disability		X				<p>The proposals could potentially positively affect clients with a disability as they tend to be furthest from the labour market. The proposals could also have a positive impact on clients with mental health, addiction and long-term health conditions who may require longer term, more intensive support.</p> <p>The Kickstart scheme particularly gives participants support to look for long-term work, including career advice and setting goals; support with CV and interview preparations; and be provided with support for basic skills, such as attendance, timekeeping and teamwork. This element of scheme may also be particularly valuable to disabled applicants</p>
Gender Reassignment			X			

Pregnancy and maternity			X			Pregnant applicants or employees would be protected by legislation and Councils equality policies from any detriment
Race		X				The proposals could have a positive impact on clients from the refugee programme. Creating new jobs and more apprenticeships and entry level posts should allow the Council to improve levels of diversity.
Religion and belief			X			
Sex	X					While the Council Workforce Refresh Programme could have a positive effect on females, given that the post holders who may be eligible to express an interest in the Programme could include, for example, catering and administrative roles which are predominantly carried out by female employees, other post holders who occupy roles which are predominantly carried out by male employees including, for example, road workers, are also eligible to express an interest in the Programme. Modern Apprenticeships being offered in diverse areas across council e.g. Surveying; Civil Engineering; Environmental Resource; Paralegal; Construction & Built Environment could create opportunities where there is an occupational gender imbalance.
Sexual orientation			X			
Other groups to consider: Care-experienced clients and carers		X				The proposals could have a positive impact on care-experienced clients and carers who may require longer term, more intensive support.
Local businesses		X				It is proposed to continue to provide support to local businesses in order that jobs remain protected. The Employer Wage Subsidy scheme will support local employers who find themselves able to increase their workforce in these unprecedented times, by providing a wage subsidy that is flexible to the employer's needs.
4. Which parts of the Equality Duty will the policy, function or strategy have an impact upon?						
X	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010					
X	Advance equality of opportunity between people from different groups					
X	Foster good relations between people from different groups					

5. Impact – groups

From the information you have highlighted above, describe the positive and negative impacts and the groups affected under The Equality Act 2010.

Positive impacts

+

(Describe groups affected.)

Young people would potentially benefit from the proposed apprenticeships and the Kickstart Inverclyde Scheme.

Council employees aged ≥ 55 years would potentially benefit from the Workforce Refresh Programme. Employees under 55 however would have career development opportunities from vacancies created leaving level entry posts open to wide age range of Inverclyde Citizens.

Clients with a disability could potentially be positively affected by the proposals as they tend to be furthest from the labour market. The proposals could have a positive impact on clients with mental health, addiction and long-term health conditions who may require longer term, more intensive support.

The proposals could have a positive impact on clients from the refugee programme.

While the Council Workforce Refresh Programme could have a positive effect on females, given that the post holders who may be eligible to express an interest in the Programme could include, for example, catering and administrative roles which are predominantly carried out by female employees, other post holders who occupy roles which are predominantly carried out by male employees including, for example, road workers, are also eligible to express an interest in the Programme.

Negative impacts

-

(Describe groups affected.)

Employees who are < 55 years of age and who are not active members of the Strathclyde Pension Scheme are not eligible to express an interest in the Council Workforce Refresh Programme.

<p>The proposals could have a positive impact on care-experienced clients and carers who may require longer term, more intensive support.</p>	
<p>It is proposed to continue to provide support to local businesses in order that jobs remain protected.</p>	

6. Impact – Fairer Scotland Duty

What impact will this policy, function or strategy have on reducing inequalities of outcome caused by socio-economic disadvantage?

Positive impact +	Neutral impact =	Negative impact -
<p>X</p>		

Briefly describe how the policy, function or strategy will impact on reducing inequalities of outcome.

It is acknowledged that worklessness affects both the individual and the whole family in terms of attainment and poor health.

Whilst it is likely that a large percentage of our unemployed residents may come from SIMD areas, it is important that our interventions are available to all local people, regardless of their Postcode.

Provision had already been made for Business Development Officers; to complement this activity, with a particular focus on clients from SIMD areas, it is proposed to support up to 20 businesses with a start-up grant of £10,000.

7. Impact – LOIP 2017/22

Which Priority/Priorities from the LOIP 2017/22 will this policy, function or strategy impact on?

<input type="checkbox"/>	1. Population: Inverclyde's population will be stable and sustainable with an appropriate balance of socio - economic groups that is conducive to local economic prosperity and longer term population growth
X	2. Inequalities: There will be low levels of poverty and deprivation and the gap between the richest and poorest members of our communities will be reduced (This may already have been highlighted at Section 6.)
<input type="checkbox"/>	3. Environment, culture and heritage: Inverclyde's environment, culture and heritage will be protected and enhanced to create a better place for all Inverclyde residents and an attractive place in which to live, work and visit

Briefly describe how the policy, function or strategy will impact on the LOIP Priority/Priorities.

The proposals could potentially have a positive impact on the delivery of LOIP Priority 2 in a number of ways, by:

- providing opportunities for people to improve their average gross weekly wages;
- improving the overall local employment rate;
- reducing the number of people who are furthest from the labour market;
- increasing the percentage of 16-24 year olds who are in employment;
- reducing the number of people who are receiving DWP Benefits;
- increasing the percentage of the local working age population who have qualifications;
- reducing deprivation;
- increasing the number of well-paid jobs;
- reducing debt; and
- reducing the number of children living in poverty.

8. Impact – Corporate Plan 2018/22

Which Priority/Priorities from the Corporate Plan 2018/22 will the policy, function or strategy impact on?

<input type="checkbox"/>	1. To promote Inverclyde, to both residents and visitors alike, as a great place to live, work and visit
<input type="checkbox"/>	2. To work collaboratively, to enable strong, connected and empowered communities, particularly in areas of deprivation, so that residents have influence and control over the things that matter to them
X	3. To grow the local economy in a way that creates opportunities for all our residents, including access to good quality jobs
X	4. To reduce the prevalence of poverty and, in particular, child poverty in our communities
X	5. To safeguard, support and meet the needs of our most vulnerable families and residents
<input type="checkbox"/>	6. To improve the health and wellbeing of residents so that people live well, and for longer
<input type="checkbox"/>	7. To protect and enhance our natural and built environment
<input type="checkbox"/>	8. To preserve, nurture and promote Inverclyde's unique culture and heritage
X	9. To deliver services that are responsive to community needs and are underpinned by a culture of innovation, continuous improvement and effective management of resources
X	10. To develop motivated, trained and qualified employees who deliver quality services that meet current and anticipated service needs

Briefly describe how the policy, function or strategy will impact on the Corporate Plan Priority/Priorities.

The proposals could potentially have a positive impact on the delivery of several of the Corporate Plan's Priorities in a number of ways, by:

- providing opportunities for people to improve their average gross weekly wages;
- improving the overall local employment rate;

- reducing the number of people who are furthest from the labour market;
- increasing the percentage of 16-24 year olds who are in employment;
- reducing the number of people who are receiving DWP Benefits;
- increasing the percentage of the local working age population who have qualifications;
- reducing deprivation;
- increasing the number of well-paid jobs;
- reducing debt;
- reducing the number of children living in poverty;
- contribute to workforce planning at the Council; and
- allowing eligible employees (for the Workforce Refresh Programme) to potentially leave the Council with up to three added years with early access to their pension.

9. Evidence

What evidence do you have to help identify any potential impacts of the policy, function or strategy?

Note: Evidence could include information from consultations, surveys, the Citizens' Panel, focus groups, interviews, projects, user feedback, complaints, Officers' knowledge and experience, equalities monitoring data, publications, research, reports, and local and national groups.

Evidence	Details
<p>Consultation/Engagement (including any carried out while developing the policy, function or strategy)</p>	<p>Engagement has taken place with the Corporate Directors on the type of post which may be suitable for consideration as part of the Council Workforce Refresh Programme, the outcome of which was the devising of a list of posts which could be considered in the initial trawl.</p> <p>Consultation on the range of employment interventions is planned to take place with the Joint Budget Group, which has complement of union members, at its meeting on 22 October 2020. The Members Budget Working Group will also be consulted on the proposals</p> <p>Budget Consultation 2019: 46% of respondents supported a reduction in employability activities. Budget Consultation 2018: 47% of respondents supported the budget saving proposal entitled <i>Employability</i>.</p> <p>Budget Consultation 2017: 64% of correspondents supported the budget saving proposal regarding support for getting people into work and job retention.</p>
<p>Research</p>	<p>Scottish Government analysis indicates that unemployment levels across the country could average around 10% and modelling suggests that Inverclyde's level could reach 11%.</p> <p>Historical trends in Inverclyde indicate that, as well as young people finding themselves unemployed in times of recession, unemployment affects all age groups and geographies.</p>

	<p>A critical appraisal of our existing employment programmes has been carried out and proposals have been developed to promote positive activity within Inverclyde's labour market. The analysis of the interventions has highlighted that capacity of host organisations to offer placements/jobs within lock down scenarios could be a limiting factor. It is acknowledged that whilst there will be a focus on younger people, support needs to be available for all.</p>
<p>Officers' knowledge and experience (including feedback from frontline staff)</p>	<p>A critical appraisal of our existing employment programmes has been carried out and proposals have been developed to promote positive activity within Inverclyde's labour market. The analysis of the interventions has highlighted that capacity of host organisations to offer placements/jobs within lockdown scenarios could be a limiting factor.</p>
<p>Equalities monitoring data</p>	
<p>User feedback (including complaints)</p>	
<p>Stakeholders</p> <p>Other</p>	
<p>Are there information gaps and, if so, what are these?</p>	

10. Consequences of analysis

What steps will you take in response to the findings of your analysis? Please select at least one of the following and provide a brief explanation.

a.	Continue development with no changes	<input checked="" type="checkbox"/>	The policy involves a variety of employment interventions aimed at making a positive impact on the labour market
b.	Continue development with minor alterations	<input type="checkbox"/>	
c.	Continue development with major changes	<input type="checkbox"/>	
d.	Discontinue development and consider alternatives (where relevant)	<input type="checkbox"/>	

How will the effect of the policy, function or strategy be monitored following implementation?

The policy is time-limited to cover the financial period 21/23 and will be regularly monitored during implementation and in line with Council policies and procedures

When is the policy, function or strategy due to be implemented?

Over the financial period 21/23

When will the policy, function or strategy be reviewed?

Throughout implementation and at suitable intervals

What resources are available for the implementation of the policy, function or strategy? Have these resources changed?

Provision had already been made for Business Development Officers. A post Business Development Advisor (Town Centre) post will be created. Existing HR resources which are in place on a temporary basis will be extended for the duration of the programme for a period of two years.

<p>11. Please use the space below to detail any other matters arising from the Equality Impact Assessment process, including what action could be taken to mitigate the impact of the policy, function or strategy.</p>

Details of the Person(s) who completed the Assessment:	
Name:	Steven McNab and Stuart Jamieson
Position:	Head of OD, Policy and Communications and Head of Regeneration and Planning
Date:	17/11/20
Authorised by:	
Name:	Scott Allan
Position:	Corporate Director – Environment, Regeneration and Resources
Date:	17/11/20

Thank you for your assistance with the completion of this task.

Please send a copy of the completed Template to Karen Barclay, Corporate Policy Officer at karen.barclay@inverclyde.gov.uk.

27 April 2020