

# Integrated Impact Assessment Form

Promoting Equality, Human Rights and Sustainability



# Integrated Impact Assessment Form

## Promoting Equality, Human Rights and Sustainability

<b>Title of Policy/ Proposal</b>	No One Left Behind
<b>Completion Date</b>	April 2019
<b>Completed by</b>	Jacqui Henderson
<b>Lead officer</b>	Colin Forbes

### Type of Initiative:

- Policy/Strategy
- Programme/Plan
- Project
- Service
- Function
- Other .....
- New or Proposed
- Changing/Updated
- Review or existing

### 1. Briefly describe the policy/proposal you are assessing.

Set out a clear understanding of the purpose of the policy being developed or reviewed (e.g. objectives, aims) including the context within which it will operate.

Scotland's new National Performance Framework and Economic Strategy set out the Scottish Government's purpose and vision for inclusive economic growth. A critical aspect of inclusive growth is ensuring that as many people as possible, including those further from the labour market and facing complex or challenging circumstances, have the opportunity to access fair and sustainable work.

Building on the Scottish Government and Scottish Local Government Partnership Working Agreement for Employability, a new funding arrangement has been developed which will be managed collaboratively between Scottish Government and Local Government. The introduction of the first phase of this new model from 2019/20 will enable East Lothian Council (ELC) and partners to apply more flexibility to existing employability funds to ensure they are fully reflective of local area and user needs. This new model is the No One Left Behind (NOLB) Funding Stream.

## 2. What will change as a result of this policy?

From 1 April 2019, ELC can determine how to ensure the approaches used to deliver Activity Agreements and Scotland's Employer Recruitment Incentive (SERI) best form part of our employability offer to achieve agreed outcomes laid out in a grant agreement.

The roll out of Phase 1 of the new NOLB provides an opportunity for a more flexible and user-based model of delivery that supports those in local communities at stages 1 and 2 of the Employability Pipeline who are most in need of employability support and those at stage 5 who need support to help them into work.

Planning for delivery of Phase 2 will commence in April 2019 with the aim of amalgamating funding for the remaining 4 existing employability programmes into the NOLB funding stream. Full roll-out of NOLB funding stream is expected to be completed by 1 April 2021.

## 3. Do I need to undertake an Integrated Impact Assessment?

<b>High Relevance</b>	<b>Yes/no</b>
1. The policy/ proposal has consequences for or affects people	Yes
2. The policy/proposal has potential to make a significant impact on equality	Yes
3. The policy/ proposal has the potential to make a significant impact on the economy and the delivery of economic outcomes	Yes
4. The policy/proposal is likely to have a significant environmental impact	No
<b>Low Relevance</b>	
5. The policy/proposal has little relevance to equality	No
6. The policy/proposal has negligible impact on the economy	No
7. The policy/proposal has no/ minimal impact on the environment	Yes
<p><b>If you have identified low relevance please give a brief description of your reasoning here and send it to your Head of Service to record.</b></p> <p>The NOLB model does not aim to tackle any environmental issues and any actions will have no or minimal impact on the environment.</p>	

**If you have answered yes to 1, 2, or 3 above, please proceed to complete the Integrated Impact Assessment.**

**If you have identified that your project will have a significant environmental impact (4), you will need to consider whether you need to complete a Strategic Environmental Assessment.**

**4. What information/data/ consultation have you used to inform the policy to date?**

<b>Evidence</b>	<b>Comments: what does the evidence tell you?</b>
Data on populations in need	<p>Scottish Index of Multiple Deprivation 2016, NOMIS, SLAED National Benchmarking Indicators</p> <p>The analysis of ward and datazone statistics, based on the 2016 Scottish Index of Multiple Deprivation (SIMD), has highlighted significant levels of inequality across East Lothian. Whilst overall East Lothian is not an area with high levels of deprivation compared to Scotland as a whole, there are significantly higher levels of deprivation and inequality across different parts of the county. This can often be masked by the portrayed image of East Lothian as an affluent area.</p> <p>East Lothian's population has continued to grow and is forecast to grow by 23.3% between 2012-2037. The increasing population of East Lothian will continue to place demand on existing services. East Lothian needs to effectively manage and meet the increasing demands of the growing population, especially the growing youth population. Whilst the county's population has been improving the school leaver destination has also been improving (up to 95%). With the current economic climate young people need to be equipped with improved employability skills, qualifications and core skills to compete in the local job market.</p>
Data on service uptake/access	All services within East Lothian Works monitor service uptake and access. A management information system is used to monitor service usage. Service data is collated on a quarterly and annual basis.
Data on quality/outcomes	As above.
Research/literature evidence	Europe 2020  Scotland's National Performance Framework &

	<p>Economic Strategy</p> <p>Developing the Young Workforce</p> <p>The East Lothian Community Planning Economic Development Strategy</p> <p>The East Lothian Plan 2017-2027</p> <p>Scottish Index of Multiple Deprivation 2016</p> <p>NOMIS</p>
Service user experience information	NA
Consultation and involvement findings	The Scottish government has engaged with local authorities around the key issue of employability services and funding.
Good practice guidelines	Guidance on the new model has been developed by the Scottish Government.
Other (please specify)	NA
Is any further information required? How will you gather this?	NA

**5. How does the policy meet the different needs of groups in the community?**

	<b>Issues identified and how the strategy addresses these</b>
<p><b>Equality Groups</b></p> <ul style="list-style-type: none"> <li>• Older people, people in the middle years,</li> <li>• Young people and children</li> <li>• Women, men and transgender people (includes issues relating to pregnancy and maternity)</li> <li>• Disabled people (includes physical disability, learning disability, sensory impairment, long-term medical conditions, mental health problems)</li> </ul>	<p>No One Left Behind is for all ages, however it is not for everyone. It is for those people who without additional support might not make a successful transition into or be able to secure work, further education or training.</p> <p>No One Left Behind identifies the need to develop support services for people with multiple barriers to ensure they are able to make that transition from unemployment to employment or self-employment.</p>

<ul style="list-style-type: none"> <li>• Minority ethnic people (includes Gypsy/Travellers, migrant workers, non-English speakers)</li> <li>• Refugees and asylum seekers</li> <li>• People with different religions or beliefs (includes people with no religion or belief)</li> <li>• Lesbian, gay, bisexual and heterosexual people</li> <li>• People who are unmarried, married or in a civil partnership</li> </ul>	<p>Everyone participating in No One Left Behind requires to have a Learning Agreement/Action Plan. The individual will participate in a programme of tailored learning and activity based on an assessment of their immediate and future skills needs.</p> <p>This will result in a positive impact on people with multiple barriers.</p>
<p><b>Those vulnerable to falling into poverty</b></p> <ul style="list-style-type: none"> <li>• Unemployed</li> <li>• People on benefits</li> <li>• Single Parents and vulnerable families</li> <li>• Pensioners</li> <li>• Looked after children</li> <li>• Those leaving care settings (including children and young people and those with illness)</li> <li>• Homeless people</li> <li>• Carers (including young carers)</li> <li>• Those involved in the community justice system</li> <li>• Those living in the most deprived communities (bottom 20% SIMD areas)</li> <li>• People misusing services</li> <li>• People with low literacy/numeracy</li> <li>• Others e.g. veterans, students</li> </ul>	<p>NOLB aims to tackle East Lothian's unemployment by improving the journey for unemployed or inactive clients to employment. It will support the most disadvantaged people to ensure they are more capable of securing work and lifting themselves out of poverty or preventing falling into poverty.</p> <p>Those disadvantaged people the NOLB model will aim to prevent falling into poverty are:</p> <ul style="list-style-type: none"> <li>Above 54 years of age</li> <li>Armed Forces Veteran</li> <li>Asylum seeker</li> <li>At risk of becoming NEET</li> <li>Criminal convictions</li> <li>Disability</li> <li>From Employment Deprived Areas</li> <li>From Remote Rural Areas</li> <li>From Rural Areas</li> <li>Homeless or affected by housing exclusion</li> <li>Living in a jobless household</li> <li>Living in a jobless household with</li> </ul>

	<p>dependent children</p> <p>Living in a single adult household with dependent children</p> <p>Long-term physical illness/ condition</p> <p>Long-term Unemployed</p> <p>Looked after young person</p> <p>Low income employed</p> <p>Living in a household with children in poverty</p> <p>Low skilled</p> <p>Material Deprivation</p> <p>Mental health issues</p> <p>Migrants, people with a foreign background, minorities (including marginalised communities such as the Roma)</p> <p>No or Limited work experience</p> <p>Primary carer of a child/children (under 18) or adult</p> <p>Primary carer of older person</p> <p>Refugee</p> <p>Substance related conditions</p> <p>Underemployed</p> <p>Has exited Fair Start Scotland and requires additional support</p> <p>The NOLB model will have a positive impact on those who are in poverty or vulnerable to falling into poverty.</p>
<p><b>Geographical communities</b></p> <ul style="list-style-type: none"> <li>Rural/ semi rural communities</li> </ul>	<p>Please see above.</p>

<ul style="list-style-type: none"> <li>• Urban Communities</li> <li>• Coastal communities</li> </ul>	
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**6. Are there any other factors which will affect the way this policy impacts on the community or staff groups?**

No

**7. Is any part of this policy/ service to be carried out wholly or partly by contractors?**

If yes, how have you included equality and human rights considerations into the contract?

Elements of stage 1 and 2 provision will be delivered by contractors. Equal opportunities will be considered as part of the procurement / contract arrangements.

**8. Have you considered how you will communicate information about this policy or policy change to those affected e.g. to those with hearing loss, speech impairment or English as a second language?**

As per council procedures we can provide information in user-friendly versions in other formats on request and also provides signers and interpreters. Services arranged include:

- Interpretation in wide range of world languages
- Phone interpretation
- Translation
- BSL signing
- Lip-speaking
- Note-taking
- Braille

The service is provided by accredited interpreters and translators. We also provide all frontline staff with language charts, which help clients with no English to identify their own language, so that we can arrange interpretation support for them.

[https://www.eastlothian.gov.uk/directory\\_record/257129/interpretation\\_and\\_translation\\_service](https://www.eastlothian.gov.uk/directory_record/257129/interpretation_and_translation_service)



**9. Please consider how your policy will impact on each of the following?**

Objectives	Comments
<b>Equality and Human rights</b>	
Promotes / advances equality of opportunity e.g. improves access to and quality of services, status	Positive impact – people throughout EL will have increased opportunities, improved vocational / employability training opportunities, increased employment opportunities.
Promotes good relations within and between people with protected characteristics and tackles harassment	No impact identified.
Promotes participation, inclusion, dignity and self control over decisions	Positive impact - NOLB aims to increase employability skills and provide improved vocational training opportunities. It recognises the need to support people to have the skills they need to ensure they can make the transition to a positive destination, e.g. training, education, or employment.
Builds family support networks, resilience and community capacity	No impact identified.
Reduces crime and fear of crime	No impact identified.
Promotes healthier lifestyles including <ul style="list-style-type: none"> <li>• diet and nutrition,</li> <li>• sexual health,</li> <li>• substance misuse</li> <li>• Exercise and physical activity.</li> <li>• Lifeskills</li> </ul>	Positive impact - NOLB aims to increase employability skills and provide improved vocational training opportunities. It recognises the need to support people to have the skills they need to ensure they can make the transition to a positive destination, e.g. training, education, or employment.
<b>Environmental</b>	
Reduce greenhouse gas (GHG) emissions in East Lothian (including carbon management)	There is no anticipated impact

Plan for future climate change	There is no anticipated impact
Pollution: air/ water/ soil/ noise	There is no anticipated impact
Protect coastal and inland waters	There is no anticipated impact
Enhance biodiversity	There is no anticipated impact
Encourage resource efficiency (energy, water, materials and minerals)	There is no anticipated impact
Public Safety: Minimise waste generation/ infection control/ accidental injury /fire risk	There is no anticipated impact
Reduce need to travel / promote sustainable forms or transport	There is no anticipated impact
Improves the physical environment e.g. housing quality, public and green space	There is no anticipated impact
<b>Economic</b>	
Maximises income and /or reduces income inequality	Positive impact - NOLB aims to increase employability skills for clients with multiple barriers to employment increasing their opportunities to find, secure and sustain employment which in turn will maximise income and reduce inequality.
Helps young people into positive destinations	Positive impact – NOLB model recognises the need to support young people with multiple barriers to employment to have skills and opportunities that will ensure that they are able to make the transition into a positive destination.
Supports local business	Positive impact – NOLB will offer an In-work Training Allowance which will improve local employer engagement, support businesses to take on people and provide vital opportunities for people with multiple barriers

	to employment.
Helps people to access jobs (both paid and unpaid)	Positive impact - NOLB will improve employability skills for people with multiple barriers to employment.
Improving literacy and numeracy	Positive impact – NOLB model can offer specific literacy and numeracy support for people with multiple barriers to employment.
Improves working conditions, including equal pay	There is no anticipated negative impact.
Improves local employment opportunities	Positive impact - NOLB will improve employability skills for people with multiple barriers to employment.

**10. Action Plan**

Identified negative impact	Mitigating circumstances	Mitigating actions	Timeline	Responsible person
NA	NA	NA	NA	NA

**11. Sign off by Head of Service**

Name: *Lesley R Brown*

Date: *18/4/19*

*CHIEF OPERATING OFFICER*

