

Integrated Impact Assessment Form

Promoting Equality, Human Rights and Sustainability



Integrated Impact Assessment Form

Promoting Equality, Human Rights and Sustainability

Title of Policy/ Proposal	Parental Employability Support Fund
Completion Date	November 2019
Completed by	Jacqui Henderson
Lead officer	Neil Craik-Collins

Type of Initiative:

- | | | | |
|-----------------|-------------------------------------|--------------------|-------------------------------------|
| Policy/Strategy | <input type="checkbox"/> | New or Proposed | <input checked="" type="checkbox"/> |
| Programme/Plan | <input type="checkbox"/> | Changing/Updated | <input type="checkbox"/> |
| Project | <input checked="" type="checkbox"/> | Review or existing | <input type="checkbox"/> |
| Service | <input type="checkbox"/> | | |
| Function | <input type="checkbox"/> | | |
| Other | | | |

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 partnership is being developed ensuring greater working collaboratively between Scottish Government and Local Government.

The roll out of the Parental Employability Support Fund (PESF) provides an opportunity for the Scottish Government to work in partnership with Local Authorities working together along with Third Sector colleagues to introduce a more flexible and user-based model of delivery that supports parents in local communities to progress through all stages of the Strategic Skills Pipeline into work and addresses in work poverty. PESF will provide person-centred help for parents to address their barriers to work, which might include a lack of skills or work experience, health support, money advice, or motivational support. PESF will help in meeting the increasing challenge of in-work poverty, targeting support to help parents already in jobs support through the provision of training and employability.

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

This funding stream will ensure a specific project is established to target 6 key family groups with the aim of reducing family and child poverty. The key target families are: lone parents, disabled, 3+ children, ethnic minority, youngest child under 1 and mothers under 25 years old. 65% of funding will be targeted at families who suffer from in-work poverty. Funding will be allocated from November 2019 to April 2022.

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

High Relevance	Yes/no
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
Low Relevance	
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>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.</p> <p>The PESF 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?

Evidence	Comments: what does the evidence tell you?
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	<p>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.</p>
Data on quality/outcomes	<p>As above.</p>
Research/literature evidence	<p>Europe 2020</p> <p>Scotland's National Performance Framework & Economic Strategy</p> <p>Developing the Young Workforce</p> <p>The East Lothian Community Planning Economic</p>

	<p>Development Strategy</p> <p>The East Lothian Plan 2017-2027</p> <p>Scottish Index of Multiple Deprivation 2016</p> <p>NOMIS</p> <p>East Lothian Poverty Commission</p> <p>Child Poverty: Taking Action in East Lothian</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 funding stream 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?

	Issues identified and how the strategy addresses these
<p>Equality Groups</p> <ul style="list-style-type: none"> • Older people, people in the middle years, • Young people and children • Women, men and transgender people (includes issues relating to pregnancy and maternity) • Disabled people (includes physical disability, learning disability, sensory impairment, long-term medical conditions, mental health problems) • Minority ethnic people (includes 	<p>There are 6 key target families: lone parents, disabled, 3+ children, ethnic minority, youngest child under 1 and mothers under 25 years old. The funding will ensure the right support is in place for targeted family groupings providing parents additional support to participate and progress within the labour market. This agenda is vital to ensure a more diverse and inclusive workforce and one which addresses the increasing challenge of In Work Poverty, and help eradicate child poverty.</p> <p>Everyone participating in PESF activity</p>

<p>Gypsy/Travellers, migrant workers, non-English speakers)</p> <ul style="list-style-type: none"> • Refugees and asylum seekers • People with different religions or beliefs (includes people with no religion or belief) • Lesbian, gay, bisexual and heterosexual people • People who are unmarried, married or in a civil partnership 	<p>requires to have an Action Plan. The individual will participate in a programme of tailored learning and employability activity based on an assessment of their immediate and future skills needs.</p> <p>The Action Plan should address barriers allowing progression through all stages of the skills pipeline. The plan should form a clear pathway into or progression within work. This will result in a positive impact on families who fall into one or more of the family groupings.</p>
<p>Those vulnerable to falling into poverty</p> <ul style="list-style-type: none"> • Unemployed • People on benefits • Single Parents and vulnerable families • Pensioners • Looked after children • Those leaving care settings (including children and young people and those with illness) • Homeless people • Carers (including young carers) • Those involved in the community justice system • Those living in the most deprived communities (bottom 20% SIMD areas) • People misusing services • People with low literacy/numeracy • Others e.g. veterans, students 	<p>PESF aims to support participants, where families are in or at risk of poverty, to access or progress in work. The 6 key target families are: lone parents, disabled, 3+ children, ethnic minority, youngest child under 1 and mothers under 25 years old. The project will support the following vulnerable groups:</p> <ul style="list-style-type: none"> • Unemployed • People on benefits • Single Parents and vulnerable families • Carers (including young carers) • Those involved in the community justice system • Those living in the most deprived communities (bottom 20% SIMD areas) • People with low literacy/numeracy
<p>Geographical communities</p> <ul style="list-style-type: none"> • Rural/ semi rural communities 	<p>The project will target vulnerable families living in poverty or at risk of poverty throughout the whole of East</p>

<ul style="list-style-type: none"> • Urban Communities • Coastal communities 	Lothian.
--	----------

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 the provision might be carried out in partnership with specialist 3rd sector employability providers. Equality and human rights considerations will be incorporated within any contract or grant agreement.

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
Equality and Human rights	
Promotes / advances equality of opportunity e.g. improves access to and quality of services, status	Positive impact – vulnerable families throughout EL will have increased opportunities, improved vocational and 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 - PESF aims to increase employability skills and provide improved vocational training opportunities. It recognises the need to support participants to have skills to access employment or improve their employment situation e.g. training, education, or employment.
Builds family support networks, resilience and community capacity	Positive impact – PESF activity is voluntary, providing an individually tailored package of support to help individuals progress within the Employability Skills Pipeline. PESF will support individual parents which in turn will improve the family situation e.g. money/debt advice, other barrier removal, improved economic situation, etc.
Reduces crime and fear of crime	No impact identified.
Promotes healthier lifestyles including <ul style="list-style-type: none"> • diet and nutrition, • sexual health, • substance misuse • Exercise and physical activity. • Lifeskills 	Positive impact - PESF aims to increase employability skills and provide improved vocational training opportunities. It recognises the need to support people to have the skills to improve their employment situation, e.g. training, education, or employment.
Environmental	
Reduce greenhouse gas (GHG)	There is no anticipated impact

emissions in East Lothian (including carbon management)	
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
Economic	
Maximises income and /or reduces income inequality	Positive impact - PESF aims to improve vocational and employability skills for parents of families in poverty or at risk of falling into poverty. This should increasing their opportunities to find, secure sustain or progress employment which in turn will maximise income and reduce inequality.
Helps young people into positive destinations	Positive impact – PESF recognises the need to support parents of vulnerable families. A target family grouping is 'mothers under 25 years old'. Tailored support will ensure these young people access specific interventions to improve their transition to a more positive destination. Other parents/families will include young people. By

	supporting the adults of these families the young people should be in a stronger family situation which should aid the transition to a positive destination.
Supports local business	Positive impact – PESF aims to upskill participants which creates a bigger talent pool for local employers to recruit from. In turn if more families have an improved economic situation then local business have a potentially larger customer base who can spend money.
Helps people to access jobs (both paid and unpaid)	Positive impact - PESF will improve employability skills for parents who are vulnerable and living in poverty or at risk of falling into poverty.
Improving literacy and numeracy	Positive impact – PESF will offer specific literacy and numeracy support for participants.
Improves working conditions, including equal pay	There is no anticipated negative impact.
Improves local employment opportunities	Positive impact - PESF will improve employability skills for parents who are vulnerable and living in poverty or at risk of falling into poverty.

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

Kesley R Brown

Name: KESLEY BROWN.

Date: 19/11/19.