

# 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>	Edinburgh and South East Scotland City Region Deal (ESESCRD) – Integrated Regional Employability and Skills Programme
<b>Completion Date</b>	August 2019
<b>Completed by</b>	Jacqui Henderson
<b>Lead officer</b>	Colin Forbes

**Type of Initiative:**

- |                 |                                     |                    |                          |
|-----------------|-------------------------------------|--------------------|--------------------------|
| Policy/Strategy | <input type="checkbox"/>            | New or Proposed    | <input type="checkbox"/> |
| Programme/Plan  | <input checked="" type="checkbox"/> | Changing/Updated   | <input type="checkbox"/> |
| Project         | <input 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.

The ESESCRD IRES programme is a change programme that will help strengthen regional capacity to achieve better outcomes for the whole region to mitigate or reduce skills shortages and gaps. The programme will deliver incremental system-wide improvements that will boost the flow of individuals from disadvantaged groups into the improved career opportunities generated by wider City Region Deal investments. The programme will integrate and align closely with local and national provision and is anticipated to provide an additional 14,700 people with improved skills and 5,300 moving into employment across the Edinburgh & South East Scotland City Region over the course of the 8 year, £25 million investment period. There are 6 key projects:

- **Data-driven innovation (DDI) targeted skills gateway** - Bringing together industry, universities, colleges, schools and other partners to provide integrated and visible progression routes into DDI careers. New activities will encompass basic/key skills in schools (digital citizens who interact with public and private digital services) through to advanced

postgraduate training and research (digital business leaders driving the development of global digital businesses) to help drive high value growth.

- **Housing construction and innovation (HCI) targeted skills gateway** - Closer alignment of industry, universities, colleges, schools and other partners to provide integrated and visible progression routes into Construction and Low Carbon careers will help create and deliver improved employability, skills attainment, upskilling, career progression and inclusion. New activities will help address the skills shortages in the sector and open up new opportunities to non-traditional groups of people into construction.
- **Intensive Family Support** - Proposed interventions will help develop a multi-agency family focused service that targets areas of intense need. The service will offer a combination of intensive general and specialist supports tailored to help support individuals within families to progress their own goals, employment and ultimately help them improve their lives.
- **Integrated employer engagement** - Establish a no wrong door approach that will create designated points of contact to help improve and manage the multiplicity of individual employer relationships. Also develop a regional approach to Community Benefits from Procurement to ensure that the significant expenditure of the partners fully exploits any opportunity to drive inclusive growth.
- **Labour market analysis and evaluation** - A cross-partner virtual team to undertake research and evaluation will draw on existing partner expertise to provide insights on the success of our activities, expose obstacles or ineffective approaches, and identify best practice from elsewhere that could be adopted or tested as part of a culture of continuous improvement.
- **Integrated knowledge management systems** - Better alignment and integration of partner performance management systems and digital services to enable more effective pooling, analysis, and dissemination of performance information that will be critical to driving service improvement and increased responsiveness.
- **Workforce mobility** - Work with transport colleagues to identify opportunities to improve the range of transport options for disadvantaged job seekers and learners.

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

The IRES Programme seeks to incrementally improve the currently complex and weakly connected regional employability and skills service infrastructure with the goal of:

- Increasing the visibility of job and learning opportunities to our citizens and put in place the support required to help more disadvantaged citizens succeed
- Opening-up new and diverse talent pools to business that help minimise skills gaps and shortages, while demonstrating the value of an inclusive approach
- Improving the capacity and capability of partners to work collaboratively on building a more inclusive (Fair Work), innovative, and future proofed job market

## 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><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 ESESCRD IRES programme 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	<u>Integrated Regional Employability and Skills Business Case</u>
Data on service uptake/access	<u>Integrated Regional Employability and Skills Business Case</u>
Data on quality/outcomes	<u>Integrated Regional Employability and Skills Business Case</u>
Research/literature evidence	<a href="http://www.acceleratinggrowth.org.uk/ires">http://www.acceleratinggrowth.org.uk/ires</a>
Service user experience information	<u>Integrated Regional Employability and Skills Business Case</u>
Consultation <b>and involvement</b> findings	<u>Integrated Regional Employability and Skills Business Case</u>
Good practice guidelines	<u>Integrated Regional Employability and Skills Business Case</u>
Other (please specify)	NA
Is any further information required? How will you gather this?	

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

	<b>Issues identified and how the strategy addresses these</b>
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<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> <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>Inclusive Growth is one of the major driving factors for all activity. Promoting equal opportunities and non-discrimination, and equality between men and women are two of the major factors for developing this regional approach.</p> <p>Improving access to labour markets and jobs is an essential part of all 6 key projects. All activity will help address the inequality of opportunity that is evident in many areas across the city region.</p> <p>There will be interventions to support individuals and families from a variety of disadvantaged backgrounds and areas, identified across the city region. Projects will take appropriate steps to prevent any discrimination based on sex, racial or ethnic origin, religion or belief, disability, age, or sexual orientation during the preparation and implementation of the programme. All staff will be trained in disability awareness and equal opportunities. This will be monitored by Capital City Partnership via our Joined up for Jobs Charter (a tried and tested quality tool currently used in Edinburgh).</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</li> </ul>	<p>Inclusive Growth is one of the major driving factors for all activity. Promoting equal opportunities and non-discrimination, and equality between men and women are two of the major factors for developing this regional approach.</p> <p>Improving access to labour markets and jobs is an essential part of all 6 key projects. All activity will help address the inequality of opportunity that is evident in many areas across the city region.</p>

<p>with illness)</p> <ul style="list-style-type: none"> <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>There will be interventions to support individuals and families from a variety of disadvantaged backgrounds and areas, identified across the city region. Projects will take appropriate steps to prevent any discrimination based on sex, racial or ethnic origin, religion or belief, disability, age, or sexual orientation during the preparation and implementation of the programme. All staff will be trained in disability awareness and equal opportunities. This will be monitored by Capital City Partnership via our Joined up for Jobs Charter (a tried and tested quality tool currently used in Edinburgh).</p>
<p><b>Geographical communities</b></p> <ul style="list-style-type: none"> <li>• Rural/ semi rural communities</li> <li>• Urban Communities</li> <li>• Coastal communities</li> </ul>	<p>Please see above.</p>

**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?

Yes elements of the programme 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 - Inclusive growth is a shared policy objective of the Council and national governments and a key driver for the Deal is to promote equality through addressing inclusion across the City Region. Individuals and families throughout East Lothian and the wider city region will have increased employment opportunities to find, secure and sustain employment which in turn will maximise income and reduce inequality.
Promotes good relations within and between people with protected characteristics and tackles harassment	
Promotes participation, inclusion, dignity and self control over decisions	
Builds family support networks, resilience and community	



capacity	
Reduces crime and fear of crime	There is no anticipated negative impact.
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 - Inclusive growth is a shared policy objective of the Council and national governments and a key driver for the Deal is to promote equality through addressing inclusion across the City Region. Individuals and families throughout East Lothian and the wider city region will have increased employment opportunities to find, secure and sustain employment which in turn will maximise income and reduce inequality.
<b>Environmental</b>	
Reduce greenhouse gas (GHG) emissions in East Lothian (including carbon management)	There is no anticipated negative impact.
Plan for future climate change	
Pollution: air/ water/ soil/ noise	
Protect coastal and inland waters	
Enhance biodiversity	
Encourage resource efficiency (energy, water, materials and minerals)	
Public Safety: Minimise waste generation/ infection control/ accidental injury /fire risk	
Reduce need to travel / promote sustainable forms of transport	
Improves the physical environment e.g. housing quality, public and green space	
<b>Economic</b>	


Maximises income and /or reduces income inequality	Positive impact - Inclusive growth is a shared policy objective of the Council and national governments and a key driver for the Deal is to promote equality through addressing inclusion across the City Region. Individuals and families throughout East Lothian and the wider city region will have increased employment opportunities to find, secure and sustain employment which in turn will maximise income and reduce inequality.
Helps young people into positive destinations	
Supports local business	
Helps people to access jobs (both paid and unpaid)	
Improving literacy and numeracy	
Improves working conditions, including equal pay	
Improves local employment opportunities	

#### 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 Brown



Date: 13/08/2019