

## Equality and Fairer Scotland Impact Assessment - Screening

<b>Title of Policy:</b>	PLC POL 014 Economic Development: Closure of Fair Start & ESF Employability programmes and deletion of strategic posts.
<b>Directorate:</b>	Place
<b>Team:</b>	Economic Development

Will the policy have to go to Council or committee for approval	Yes
Is it a major policy, significantly affecting how functions are delivered?	Yes
Does it relate to functions that previous involvement activities have identified as being important to particular protected groups?	Yes
Does it relate to an area where the Council has set equality outcomes?  <b>Outcome: The gap between educational attainment of those with protected characteristics and those without is reduced</b> Action: We will continue to provide opportunities for individuals with protected characteristics to increase their qualifications through delivery of the Council's Employability programme.  <b>Outcome: We will work with our partners to reduce poverty and the impact of poverty on protected groups in Clackmannanshire.</b> Action: Work to ensure that the region-wide economic benefits of the City Deal help to reduce poverty and the impact of poverty on protected groups in Clackmannanshire.	Yes
Does it relate to an area where there are known inequalities?	Yes
Does it relate to a policy where there is significant potential for reducing inequalities or improving outcomes?	Yes

**IF YES TO ANY - Move on to an Equality & Fairer Scotland Assessment**

**IF NO - Explain why an Equality & Fairer Scotland Assessment is not required**

<b>APPROVAL</b>		
<b>NAME</b>	<b>DESIGNATION</b>	<b>DATE</b>
Garry Dallas	Strategic Director	February 2019

NB This screening exercise is not to be treated as an assessment of impact and therefore does not need to be published. However, if you decide not to assess the impact of any policy, you will have to be able to explain your decision. To do this, you should keep a full record of how you reached your decision.

## Equality and Fairer Scotland Impact Assessment - Scoping

<b>Purpose of the proposed policy or changes to established policy</b>
<p>Financial imperative to support the development of a balanced budget.</p>
<b>Which aspects of the policy are particularly relevant to each element of the Council's responsibilities in relation to the General Equality Duty and the Fairer Scotland Duty?</b>
<b>General Equality Duty -</b>
<p>➤ <b>Eliminating unlawful discrimination, harassment and victimisation and other prohibited conduct</b></p>
<p>Impacts are likely to be minimal.</p>
<p>➤ <b>Advancing equality of opportunity between people who share a relevant protected characteristic and those who do not</b></p>
<p>The employability programmes delivered by Clackmannanshire Works target participants from protected groups who are excluded from the labour market. In particular age, gender and disability (including long term health conditions).</p> <p>Age: Impact on school leavers and young people not engaged with employment, education or training.</p> <p>Gender: Impact on work to address gender inequalities such as encouraging young men into childcare.</p> <p>The apprenticeship programme creates local opportunities for young people including young women.</p>
<p>➤ <b>Fostering good relations between people who share a protected characteristic and those who do not.</b></p>
<p>Impacts are likely to be minimal.</p>
<b>Fairer Scotland Duty -</b>
<p>➤ <b>Reducing inequalities of outcome caused by socioeconomic disadvantage</b></p>
<p>The programmes work with those who are socio-economically disadvantaged by their exclusion from the labour market. The policy will impact on around 300 residents a year. The vast majority of these receive key benefits and are affected by Universal Credit. Individuals include lone parents, those with disabilities, with few qualifications, young people, aged 50 plus. Many are supporting families and are service users of food banks and other crisis services. It is likely that the withdrawal of these programmes will add pressure to other services. It should be noted that the main contractor for Fair Start Scotland (Falkirk Council) will need to make other arrangements for the provision of services under this contract but disruption for service users is inevitable.</p> <p>The loss of the service will have a negative impact on the Councils ability to deliver the skills and</p>

inclusion elements of the City region Deal.

Number of female apprenticeships is a target in the LOIP.

Some of the young people on SDS programmes are excluded from the labour market and face other socio-economic disadvantage.

**To which of the equality groups is the policy relevant?**

<b>Protected Characteristic</b>	<b>Yes/No*</b>	<b>Explanation</b>
Age	Yes	Likely to impact on young people and families including those with young children and school leavers.  It will impact on those aged 50 plus who face barriers to participation due to their age.
Disability	Yes	It will impact on the large proportion of participants with disabilities and long-term health conditions who are targeted by the programmes. Fair Start Scotland particularly targets people with disabilities and whilst the main contractor for Fair Start Scotland (Falkirk Council) will need to make other arrangements for the provision of services under this contract, disruption for service users is inevitable.
Gender Reassignment	No	
Marriage and civil partnership	No	
Pregnancy and Maternity	No	
Race	Yes	Limited impact through the loss of support to Syrian refugees currently available through the service (through Syrian VPR funding).
Religion and Belief	No	
Sex	Yes	The employability service is a key tool for the Council to address the economic exclusion of women and currently works with over 40% women in its programmes.  Impact on work to address gender inequalities such as encouraging young men into childcare. (small volumes)
Sexual Orientation	No	

\* Delete as required

**What evidence is already available about the needs of relevant groups, and where are the gaps in evidence?**

Analysis informing the LOIP and corporate plan indicate that child poverty and women's inequalities are significant issues for Clackmannanshire. Health inequalities continue to present challenges for our older population, and those with disabilities. We know that the communities of Coalsnaughton, Fishcross and Alloa South and East experience longstanding challenges associated with deprivation; there is a possibility, given the profile of proposals that these communities may be particularly impacted. Particular deprivation profile evidences inequality in these communities around income, employment and health.

This evidence is supported by the Inclusive Growth Diagnostic undertaken as part of the development of the City Region Deal.

**Which equality groups and communities might it be helpful to involve in the development of the policy?**

As per budget EQIA document

**Next steps**

Consultation integrated into corporate programme.

## Equality and Fairer Scotland Impact Assessment - Decision

<b>Evidence findings</b>		
<p>The closure of Clacks Works is likely to impact on young people and adults who are unemployed in Clackmannanshire, including potentially those with additional learning needs and/or disabilities and long term health conditions. The proposal will affect those in, or on the cusp of living in poverty and those who are seeking employment opportunities.</p> <p>The proposal was assessed as having medium equality/poverty impacts.</p>		
<b>Details of engagement undertaken and feedback received</b>		
<p>Detailed feedback from budget engagement exercise for 2019/20 comprising online comments/feedback and representations made at budget engagement events held as part of the overall exercise.</p>		
<b>Decision/recommendation</b>		
<p>Having considered the potential or actual impacts of this policy, the following decision/ recommendation is made:</p>		
<b>Tick</b>	<b>Option 1: No major change</b>	
	<p>The assessment demonstrates that the policy is robust. The evidence shows no potential for unlawful discrimination and that all opportunities have been taken to advance equality of opportunity and foster good relations, subject to continuing monitoring and review.</p>	
	<p><b>Option 2: Adjust the policy</b> – this involves taking steps to remove any barriers, to better advance equality or to foster good relations. It may be possible to remove or change the aspect of the policy that creates any negative or unwanted impact, or to introduce additional measures to reduce or mitigate any potential negative impact.</p>	
	<p><b>Option 3: Continue the policy</b> – this means adopting or continuing with the policy, despite the potential for adverse impact. The justification should clearly set out how this decision is compatible with the Council's obligations under the duty.</p>	
✓	<p><b>Option 4: Stop and remove the policy</b> – if there are adverse effects that are not justified and cannot be mitigated, consideration should be given to stopping the policy altogether. If a policy leads to unlawful discrimination it should be removed or changed.</p>	
<b>Justification for decision</b>		
<p>Option was not included in the budget setting options for 19/20.</p>		
<b>APPROVAL</b>		
<b>NAME</b>	<b>DESIGNATION</b>	<b>DATE</b>
Garry Dallas	Strategic Director	24 <sup>th</sup> April 2019