

## North Ayrshire Council Equality and Children's Rights Impact Assessment Summary Form

This form provides a summary of the equality impact assessment conducted in the title heading under item 1. The full assessment form is available on request by emailing the main contact below.

This impact assessment process includes the requirements under Equality Legislation to assess the main activities of the Council against the nine protected characteristics and socio-economic inequalities under the Fairer Scotland Duty; the assessment covers the Rights of Children as per the United Nations Rights of the Child and ask us to consider the implications for our island communities under the Island Proofing section.

### 1. Policy/Strategy or Programme Details

1.a Policy Title – Increased Employability Programme Funding (savings)

1.b Policy Lead Officer – Laura Neill,

1.c. Contact Telephone – 01294 324802

1.d Contact Email – [lauraneill@north-ayrshire.gov.uk](mailto:lauraneill@north-ayrshire.gov.uk)

1.e Others Involved – Andrew Hale

### 2. Summary of Policy Aims

Additional funding has been awarded from the Scottish Government to support key priority target groups as follows:

Young people (aged 16-24 years old) who are not in employment, education or training

Parents:

- \* Lone parents
- \* Young parents <25 years olds
- \* Parents who have 3 more children

- \* Parents who have a disability or a child with a disability
- \* Parents accessing 1140 childcare hours
- \* Ethnic minority parents
- \* Parents with a child <1 year old

People who are furthest away from the labour market at risk of being left behind within the labour market are included within the No One Left Behind.

This additional funding has provided enhanced and additional support for vulnerable families and individuals and additional services and programmes have been made available as a result of the additional, increased investment.

The requirement to use the budget allocation, out with this additional funding, has not been necessary and has provided a balance of funds which can be now used as a one-off saving

### 3. Key Equality Related issues arising from the assessment

#### 3.a Summary of Impacts on Equality Protected Groups

##### **Age – Positive Impact**

Additional funding, Young Person's Guarantee Fund, awarded by the Scottish Government has specifically targeted young people, aged 16-24 years who are unemployed. This has created additional resources and provided a significant investment for young people who were one of the most affected groups as a result of the COVID 19 pandemic.

For middle people there has also been additional investment from the Scottish Government through No One Left Behind funding, which does prioritise those who are at greatest disadvantage in the labour market and provides additional, specialist support as required.

For old people this has no impact as the Employability & Skills service provide support to those of working age

### **Disability – Positive Impact**

No One Left Behind Funding, which was an additional investment from the Scottish Government, has targeted people with a disability and offered additional support to enhance skills, confidence and qualifications to support progression into employment to address the inequalities for people with a disability and contribute to improving the disability employment rate.

### **Pregnancy and Maternity – Positive Impact**

Additional support has been provided through the Parental Employment Support Fund awarded by the Scottish Government to support parents to secure employment or improve their current work situation. This is a measure to offer additional support to low income families to address unacceptable levels of child poverty within local communities. The fund specifically supports parents with a child under 1 years old so can offer support during maternity periods with a view of enhancing or supporting employment on return to work.

During pregnancy, all services provided are voluntary and individuals can choose the right time to access support

### **Other (homelessness, rural, carers etc) – Positive Impact**

The funding targets individuals who face greatest disadvantage and offers additional, tailored and bespoke support to create advantage within the labour market, enhance opportunities for both unemployed and employed individuals.

Although not directed specifically at other protected characteristics, the services provided offer end to end provision along a 5-stage pipeline offering a range of employability interventions and key worker support throughout, this provision is available to all individuals. Any modifications required would be made within the service for any individual - these modifications would be considered, with the individual, to ensure appropriate support, access and requirements is provided.

### 3.b Summary of Children's Rights and Wellbeing indicators

N/A

### 3.c Summary of Fairer Scotland Duty

All employability support can be measured through NOMIS to determine impact – however this particular one-off saving has no impact

### 3.d Summary of Island Proofing

No impacts for Island Communities

#### 4. Impacts on the Three Key Needs of the Equality Duty

##### **Which aspects eliminate unlawful discrimination, harassment and victimisation?**

None, Employability support is offered to all on a voluntary basis so there is no unlawful discrimination, harassment and victimisation

##### **Which aspects Advance Equality of Opportunity?**

Additional support for people with a disability, young people (age) and people from a minority ethnic background by providing additional employability opportunities and support.

##### **Which aspects Foster Good Relations for people with protected characteristics?**

Equality for all individuals accessing support and adaptations made for those with a protected characteristic who require any adjustments of modifications.

#### 1. Mitigation of any identified impacts

No mitigating actions required, however any modifications required would be made within the service for any individual - these modifications would be considered, with the individual, to ensure appropriate support, access and requirements is provided.

#### 2. Summary of any engagement or consultation processes where applicable

No consultation, the original programme is based on evidence around supporting those most in need; is a one off budget saving, which has happened as a result of additional investment to mitigate against the effects of COVID 19 and create advantage within the labour market for disadvantaged groups.

#### 7. Recommendations and Outcome from the assessment

No major alterations to the proposal

#### 8. Head of Service

Catriona McCauley,

#### 9. Date of Assessment

09/02/2022 (for budget on 2/3/22)

