

Equality Impact Assessment: DI7

Economy and Regeneration – Efficiencies in annual programme and services

Purpose of the Equality Impact Assessment:

The Equality Act 2010 introduced a Public Sector Equality Duty (PSED) requiring public bodies to give due regard to the need to:

- Eliminate unlawful discrimination
- Advance equality of opportunity
- Foster good relations

Consideration must be given to the protected characteristics covered by the Equality Act. Assessments should 'consider relevant evidence relating to persons with relevant protected characteristics in relation to such assessments of impact'.

The purpose of an Equality Impact Assessment (EQIA) is to ensure that policies, functions, plans or decisions (hereafter referred to as 'policy' do not create unnecessary barriers for people protected under the Act, and that negative impacts are eliminated or minimised and opportunities for positive impact are maximised.

Screening is a short exercise to determine if a policy is relevant to equality and whether a full equality impact assessment (EQIA) should be carried out.

Title/description of the policy	Efficiencies in annual programme and services
Name of the person(s) carrying out the assessment?	Andy McCann, Economy and Regeneration Manager Rosemary Mackinnon, Principal Policy Officer - Equality
Service and Department	D&I – Economy and Regeneration
Date of assessment	24 Jan. 19
What are the aims and objectives of the policy/function/strategy?	
<p>The proposed budget savings impact on a number of activities undertaken by the Economy and Regeneration team. This Equality Impact Assessment concentrates on those services that impact on individuals and not, for example, on a planned reduction in partnership activity linked to European matters.</p> <p>The employability services provided seek to help clients overcome barriers to employment and progress to work. They are part delivered in house and in part delivered under contract by local providers. Council funding is used as match funding to pull down additional European funding to provide additional activity.</p> <p>Activity is targeted to individuals who have explicit barriers which impact/prevent them from securing work.</p>	

<p>The saving proposal will reduce the Council own resources, and associated ESF resources forgone, thereby:</p> <ul style="list-style-type: none"> reducing the number of young people who will benefit from a Youth Trainee work placement with the Council or an external job supported by a wage subsidy grant reducing the value/scale of contracted activity and hence reduce the number of individuals who will benefit from these services. 	
Who may be affected by the policy	Clients (young people and adults) who are unemployed and living in poverty but who wish to work. Activity is currently geographically targeted to areas of socio-economic deprivation.
How have stakeholders been involved in the development of the policy?	No involvement as policy is budget driven.
<i>Which parts of the public sector duty is the policy relevant to?</i>	
1. Eliminate unlawful discrimination	✓ Activities work with groups historically who face discrimination, stigma or prejudice
2. Advance equality	✓ Opportunities to remove or minimise barriers or disadvantage, including steps to promote equality and meet different people's needs.
3. Promote good relations	✓
<i>What existing sources of information have you gathered to help identify how people covered by the protected characteristics may be affected by this policy or service?</i>	
Eg Consultations, national or local data and/or research, complaints or customer feedback. Are there gaps in available data?	Client information is gathered as part of the contracted services and recorded on the Council's employability data management system (Hanlon). As client numbers are directly determined by resource availability it is possible to capture the impact of reduced resources on clients.

Screening: Which of the protected characteristics is the policy relevant to?
Tick and briefly describe any likely equalities impact (positive/negative/neutral).

Characteristic	Positive	Negative	Neutral	comments
Gender			✓	
Age		✓		
Disability		✓		
Religion or Belief			✓	

Race			✓	
Sexual Orientation			✓	
Gender reassignment			✓	
Pregnancy/maternity			✓	
Marriage and Civil Partnership*			✓	

Other: Socio-economic status, marginalised/disadvantaged groups, those recovering from substance misuse, clients who are 'looked after'

<p><i>Is there any evidence of, or potential for, negative impact? Does the policy contribute positively to the promotion of equality on any particular group?</i></p>	<p>The reduction in resources will directly affect the scale of the Council's contracted activity and in-house provision of services.</p> <p>Age – A key client group is young people who are not in work or in education/training</p> <p>Disability – key client groups are people with learning disabilities, mental health problems, adults with complex needs and additional support need.</p> <p>Gender – There is no specific gender targeting of activity</p> <p>Race –.</p> <p>Other – The target client groups are individuals who are disadvantaged, living in poverty and excluded from the labour market and who face particular barriers in preparing for and sustaining employment. The service is targeted to the 'most deprived' areas to support people from disadvantaged backgrounds.</p>
<p>Justification – if negative impact is identified, can this be justified?</p>	<p>This is a value added service, the justification would be a business case in order to provide savings to balance the Council budget.</p>
<p>Mitigation - can the potential for</p>	<p>The budget proposal is in additional to savings</p>

<p>negative impact on particular groups be removed or minimised?</p>	<p>already taken and there is a cumulative impact on the scale of Council activity. To mitigate service reduction, the Council has changed its delivery approach (moved from grant aid to contracted services, including the pull down of significant European funding) and targeted activity to those individuals most disadvantaged and to those areas where multiple deprivation exists.</p> <p>Alternative DWP, Scot Govt, SDS services are minimal and local 3rd sector provision constrained by available resources.</p> <p>Scottish Government have Dec 2018 proposed a new local employability delivery model to be designed, established and delivered over the coming years, with first stage commencement of activity in April 2019. This is envisaged as a means by which existing resources (Scot Govt, Council and others) are better aligned and utilised rather than a means by which additional/ replacement resource are identified and secured.</p>
<p>Are there actions identified to advance or promote equality? Please detail.</p>	

Please provide details of arrangements to monitor and review the policy and any mitigating actions or actions to promote equality.

The nature of employability related support (be that provided directly or financially supported by the Council or others) and wider national and local economic factors all influence labour market participation. Insofar as it is difficult to measure the impact any one individual contribution makes to achieving full and inclusive employment, it is also difficult to measure the impact if a service is removed.

One aspect of the new local employability delivery model to be established – as described above, will be improved monitoring and performance management.

Please state where the EQIA will be published: The assessment will be published on the Council website.

Equality Impact Assessment Sign off: For completion by Director or Head of Service

1. Please check if you are satisfied that the following elements of the EQIA have been considered:

- Gathering information
- Consultation and involvement
- Assessing impact for all protected characteristics
- Mitigating actions identified (if required)
- Opportunity to promote equality
- Arrangements to monitor and review
- Publication arrangements

2. a) Are you prepared to sign off the EQIA? YES NO

b) If "NO" provide details of why and next steps

Name Allan Maguire

Position Head of Development and Regeneration

Date: 25/01/2019