



City of Edinburgh Council

Record of Equality and Rights Impact Assessment

Part 1: Background and Information

(a) Background Details

Please list ERIA background details:

ERIA Title and Summary Description: Complex Needs Employability

Economic Development are working in Partnership with Criminal Justice, Edinburgh Alcohol and Drugs Partnership, Willow Project and Inclusive Edinburgh to commission a new service for complex needs with a focus on employability which falls under the umbrella of Inclusive Edinburgh. Currently, these service areas have separate contracts for this area of work so by working in partnership and through utilising methods of co-production, the aim is to create a better aligned service that meets the needs of the client group.

Service Area	Division	Head of Service	Service Area Reference No.
Economic Development	Employability & Talent Development	Paul Lawrence	2017P39

(b) What is being impact assessed?

Describe the different policies or services (i.e. decisions, projects, programmes, policies, services, reviews, plans, functions or practices that relate to the Corporate ERIA Title):

Policies and Services	Date ERIA commenced
Complex Needs Employability	October 2015

(c) When is it due to be reviewed? (insert furthest away date if question relates to a number of review dates) [redacted]

(d) ERIA Team

Please list all ERIA Team Members:

Name	Organisation / Service Area
1. Pauline McKinnon	Pathways Manager, Health and Social Care
2. Katie Weavers	Economic Development Officer, City Strategy & Economy
3. Rona Hunter	Principal Officer (Acting), City Strategy & Economy
4. David Williams	Joint Commissioning Officer, Edinburgh Alcohol & Drugs Partnership
5. Alan Laughland	Pathways Manager, Inclusive Edinburgh
6. Iain Rorke	Strategy Manager, Capital City Partnership
7. Kate Kelman	Youth Employment Manager, Capital City Partnership

Name	Organisation / Service Area
8. Kirsty Pate	Willow Project Manager
9. Susie Donkin	Economic Development Officer, City Strategy & Economy
10. Nick Croft	Corporate Policy & Strategy Manager

Part 2: Evidence and Impact Assessment

(a) Evidence Base

Please record the evidence used to support the ERIA. Any identified evidence gaps can be recorded at [part 3a](#). Please allocate an abbreviation for each piece of evidence.

Evidence	Abbreviation														
Road to Recovery – Scottish Government’s Drugs Strategy	RTR														
Changing Scotland’s Relationship with Alcohol – Scottish Government framework for action on alcohol misuse.	CSRA														
Edinburgh Alcohol and Drug Partnership Commissioning Plan	EADP														
Social Work (Scotland) Act 1968 , as amended by Section 71 of the Criminal Justice (Scotland) Act 2003	SWA														
Management of Offenders (Scotland) Act 2005	MO														
Inclusive Edinburgh review	IE														
Edinburgh’s Strategic Skills Pipeline	SSP														
A Strategy for Jobs : The City of Edinburgh Council’s Economic Strategy 2012-2017	SFJ														
Complex Needs Employability Project Board commencing 2015 and meeting monthly	CNE														
Co-production with CEC Service Managers in November 2015	SM														
Co-production with current contracted service providers in April 2016	CSP														
Co-production with complex needs and Joined Up For Jobs network	CNJUFJN														
<table border="1"> <thead> <tr> <th>Venue</th> <th>Target Group</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>TAP/EAP</td> <td>Service Providers</td> <td>27/04/16</td> </tr> <tr> <td>Out of the Blue</td> <td>Service Providers</td> <td>03/05/16</td> </tr> <tr> <td>Market Testing</td> <td>All</td> <td>13/06/16</td> </tr> </tbody> </table>	Venue	Target Group	Date	TAP/EAP	Service Providers	27/04/16	Out of the Blue	Service Providers	03/05/16	Market Testing	All	13/06/16			
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Co-production with key stakeholders in April 2016	KS														
Desk research	DR														
Data analysis (Caselink)	DA														
Market Testing Event in June 2016 – feed back at a public forum to provide details for co-production findings and an overview of the service that will be required	MT														

(b) Rights Impact Assessment – Summary

Please describe all the identified enhancements and infringements of rights against the following ten areas of rights. Please also consider issues of poverty and health inequality within each area of rights:

- Life
- Health
- Physical security
- Legal security
- Education and learning
- Standard of living
- Productive and valued activities
- Individual, family and social life
- Identity, expression and respect
- Participation, influence and voice

Please indicate alongside each identified enhancement or infringement the relevant policy or service (see [part 1b](#)) and relevant evidence (see [part 2a](#)).

Summary of Enhancements of Rights

The main focus of the Complex Needs Employability service is to ensure people with complex needs are able to participate fully in economic activity through the area of employment. This includes access to education and learning; potential for improvement in standard of living through income maximization from employment; enabling productive and value activities to take place through engaging with employment support; increase identity, expression and respect as independence through employment is consolidated; and as the commissioning process has included co-production with a number of different service user and potential service user groups, we enhance participation, influence and voice. – *CNE, CNJUFJN, CSP, SU*

The Complex Needs Employability Service will enhance the ability and equity of opportunity to education and training for job-seeking residents with complex needs in Edinburgh that cannot be met by existing services. – *CNE, SSP, SFJ*

By creating a 4 year service, it provides security for the service provider to develop a service to suit the longer term needs of the client group and work more closely with service users to support their goals. – *CNE, MT*

Council commitments around co-production and the cross-departmental approach have ensured that local services were involved in the service design process and were be positively consulted. This includes complex needs and JUFJ service providers, key stakeholders and service users being consulted on how this could better serve the needs of clients in the future and how it can best work in partnership with other services. - *CNE*

Summary of Infringement of Rights

Can these infringements be justified? Are they proportional?

n/a

(c) Equality Impact Assessment – Summary

Please consider all the protected characteristics when answering questions 1, 2 and 3 below. Please also consider the issues of poverty and health inequality within each protected characteristic:

- Age
- Disability
- Gender identity
- Marriage / civil partnership
- Pregnancy / maternity
- Race
- Religion / belief
- Sex
- Sexual orientation

1. Please describe all the positive and negative impacts on the duty to eliminate unlawful discrimination, harassment or victimisation. Please indicate alongside each identified impact the relevant policy or service (see [part 1b](#)) and relevant evidence (see [part 2a](#)).

Positive Impacts
There is an expectation that the organisation or consortium that are successful with their bid for the Complex Needs Employability contract will be proactive at eliminating unlawful discrimination. – <i>MT, CNE</i>
The very nature of the service is itself trying to eliminate discrimination by focusing on service users who have needs that are not met by existing services. – <i>MT, CNE</i>
Negative Impacts
n/a

2. Please describe all the positive and negative impacts on the duty to advance equality of opportunity (i.e. by removing or minimising disadvantage, meeting the needs of particular groups that are different from the needs of others and encouraging participation in public life)? Please indicate alongside each identified impact the relevant policy or service (see [part 1b](#)) and relevant evidence (see [part 2a](#)).

Positive Impacts
The focus of the review and future commission of a Complex Needs Employability service is to enable people with complex needs to have full participation in economic activity through specialist provision. This includes improved access to employment opportunities with support to remove barriers and address core issues to engagement and success. - <i>CNE, IE, SSP</i>
The cross-departmental collaboration ensures a fuller picture of the client group’s requirements are understood and met by utilising the knowledge and expertise of existing contracted services. – <i>CNE, IE</i>
The focus of this service is to meet the specific needs of individuals with complex needs. This service will work with service users on an individual basis to ensure the service works for them. Through co-production with current service providers, the wider network of organisations, key stakeholders and a number of service user groups, evidence has been gathered to help shape a service which will best meet the needs of this client group to minimise disadvantage and encourage participation in public life. – <i>SM, CSP, CNJUFJN, SU, KS</i>

Negative Impacts
It may be difficult to evidence whether all complex needs client groups have advancement of opportunity but there is potential to undertake monitoring through Caselink to analyse the impact. - <i>DA</i>
There is potential that the economic climate shifts within the duration of this contract and that the original targets/priorities are no longer the required focus. To overcome this, the contract will allow for this and be flexible enough to adapt to these changes. – <i>DR</i>

3. Please describe all the positive and negative impacts on the duty to foster good relations (i.e. by tackling prejudice and promoting understanding)? Please indicate alongside each identified impact the relevant policy or service (see [part 1b](#)) and relevant evidence (see [part 2a](#)).

Positive Impacts
n/a
Negative Impacts
n/a

Part 3: Evidence Gaps, Recommendations, Justifications and Sign Off

(a) Evidence Gaps

Please list all relevant evidence gaps and action to address identified gaps.

Evidence Gaps	Action to address gaps
At Stakeholder session on 25/04/16, participants emphasised the need to incorporate preventative approach to this service area.	Refer back to preventative strategy developed by CEC with Edinburgh Partnership and shared the learning from this with the Steering Group.

(b) Recommendations

Please record SMART recommendations which may include actions to

- (i) eliminate unlawful practice or infringements of absolute rights;
- (ii) justify identified infringements of rights; or
- (iii) mitigate identified negative equality impacts
- (iv) further advance equality and rights, and promote good relations.

Recommendation	Responsibility of (name)	Timescale
Careful monitoring will be carried out through Caselink to analyse the impact of the service and ensure it is meeting the targeted service users and providing an appropriate service. This will be fed back through meetings with contract managers	Capital City Partnership	ongoing
Through contract management meetings, ongoing discussions will take place about the economic climate, nationally and locally, to ensure that the service is still the most effective way to support service users with complex needs. The contract will allow for adaptations where priorities and targets shift.	Capital City Partnership	ongoing
We will continue to seek the opportunity for additional funding as this becomes available nationally and locally. Where opportunities arise, this will be carried out in a planned way in full consultation with the Project Board and the contracted provider(s).	Ken Shaw	ongoing

(c) Sign Off

I, the undersigned, am content that:

- (i) the ERIA record represents a thorough and proportionate ERIA analysis based on a sound evidence base;

- (ii) the ERIA analysis gives no indication of unlawful practice or violation of absolute rights;
- (iii) the ERIA recommendations are proportionate and will be delivered;
- (iv) the results of the ERIA process have informed officer or member decision making;
- (v) that the record of ERIA has been published on the Council's website / intranet, or
- (vi) that the ERIA record has been reviewed and re-published.

Date	Sign Off (print name and position)	Reason for Sign Off (please indicate which reason/s from list (i) to (vi) above)
17.03.2017	Ken Shaw, Head of Employability & Talent Development	i, ii, iii, iv
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]