



# 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:

##### New Grants Programme: The Challenge Fund

The City of Edinburgh Council is committed to the improvement of locally funded employability provision. A Third Party Grants Review was completed in February 2014 with recommendations for new grants programmes based on co-production principles. Employability and Skills is now shaping the new service in accordance with the recommendations and in line with the 4 key priority groups established in [A Strategy For Jobs](#).

Service Area	Division	Head of Service	Service Area Reference No.
Economic Development	Employability & Skills	Greg Ward	2017P47

#### (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
The Challenge Fund Adult	April 2014
The Challenge Fund – Youth	June 2014
The Challenge Fund – Edinburgh Poverty & Social Inclusion Programme	June 2015

#### (c) ERIA Team

Please list all ERIA Team Members:

Name	Organisation / Service Area
Rona Hunter, Senior Economic Development Officer	Employability and Skills, Economic Development, City of Edinburgh Council
Brian Martin, Principal Officer	Employability and Skills, Economic Development, City of Edinburgh Council
Katie Weavers, Economic Development Officer	Employability and Skills, Economic Development, City of Edinburgh Council
Laura McIntyre, Equalities Officer	Employability and Skills, Economic Development, City of Edinburgh Council
Iain Rorke, Strategy Manager	Capital City Partnership
Jenny Ewing, Employment Strategy Manager	Capital City Partnership

## 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
Edinburgh's <a href="#">Strategic Skills Pipeline</a>	SSP
<a href="#">A Strategy for Jobs</a> : The City of Edinburgh Council's Economic Strategy 2012-2017	SFJ
Co-production Steering Group – joint meeting of the Third Sector Reference Group and the Council Grant Officers to allow service providers to be at the heart of the reshaping of service design and ensure they are fully involved in decision making and future planning.	CPSG
Challenge Fund Assessment Panel – comprising members from SDS, CEC, EVOC, DWP, CCP. This panel have responsibility for finalising the application process and scoring the applications.	CFAP
Challenge Fund Co-Production workshop (Aug 2014) – open to service providers across Edinburgh to discuss ideas and considerations to help shape The Challenge Fund.	CPW
Youth Review (June-Dec 2014) - review of youth employability services in Edinburgh undertaken by Napier University to inform future strategy. This includes interviews and focus groups with local employers, service providers and partners. The <a href="#">recommendations</a> from the review were published as part of a strategy refresh on the <a href="#">Joined Up For Jobs</a> website	YR
Youth Review Co-Production (April-July 2015) – Following the Youth Review report, co-production was undertaken in the form of: <ul style="list-style-type: none"> <li>• An electronic survey to providers</li> <li>• Workshop with service providers</li> <li>• Discussion with JUFJ Partnership Forum Youth Employment sub-group</li> <li>• Survey to young people</li> <li>• 3 focus groups with young people</li> <li>• Co-design event with providers</li> <li>• Stakeholder engagement through Youth Employment Partnership</li> </ul> This allowed for input into service requirements and helping to shape future service delivery.	YRCP
Caselink (management information system for employability in Edinburgh) reports of engagement, referral and outcome statistics to analyse performance and trends.	CR
Caselink customer satisfaction survey (June/July 2014) – being carried out by Research Resource to survey clients on Caselink to ascertain their views on the services they have received and whether it met their needs.	CCSS
' <a href="#">Courage to Collaborate</a> ' – Third sector submission to Council budget consultation in January 2013	CTC
The <a href="#">2012 Health Works report</a> - the Scottish Government Strategy to support people with a health condition into work.	HWR

Evidence	Abbreviation
ESF Social Inclusion and Poverty - Additional ESF funding was identified and applied for through the Social Inclusion fund. Meetings with senior staff at Capital City Partnership and the City of Edinburgh Council were established to analyse evidence from research and co-production to plan the application to the Scottish Government. The priority areas were identified as: <ul style="list-style-type: none"> <li>• Lone Parents</li> <li>• Young Homeless People</li> <li>• Those facing discrimination</li> <li>• In-work poverty</li> </ul>	EPSIP
Joined Up For Jobs Partnership Forum – updates were provided on the Challenge Fund (adult element, youth element and ESF social inclusion)	JUFJ
Economy Committee briefing (August 2014)	EC

### (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

There is a strong evidence base showing that for people of working age, including people with disabilities and common health problems, being in work is generally good for physical and mental health and wellbeing. It can be therapeutic and reverse the adverse health effects of unemployment. The Challenge Fund enables more support to reach individuals who can benefit from this intervention. – *The Challenge Fund, HWR*

The main focus of the Challenge Fund is to maximise the range of employment support services to ensure people are able to participate fully in economic activity through the area of employment. This includes access to education and learning as a progression route along the pathway to work. – *The Challenge Fund*

Through funding provided by the Challenge Fund, there is potential for improvement in standard of living for individuals through income maximization from employment, education and training. One of the 4 priorities of A Strategy For Jobs is to support those in low paid or insecure employment. This will form part of the criteria for applications to the Challenge Fund – *Challenge Fund, SFJ*

The additional ESF funding identified and applied for through the Social Inclusion fund will allow enhancement of rights and opportunities for those facing significant barriers through an additional Challenge Fund process for Poverty and Social Inclusion. This will provide services that are outside of the mainstream employability services which provide additional support to those with the following identified barriers:

- Lone parents
- Young homeless people
- In-work poverty
- Discrimination - *EPSIP*

Enabling productive and value activities to take place through engaging with employment support is a key element of the Challenge Fund. – *The Challenge Fund, SSP*

Throughout the reviews, the impacts of changes to equalities and rights interests have been a constant theme – through evidence collection, consultation and engagement, the proposed review product enables more localised and cooperative design of specific funding programmes. Council commitments around co-production and joint design ensure that local services will be involved in the design of the Third Party Grants design process and will be positively consulted. – *The Challenge Fund, CPSG, CPW, YR*

By changing the focus from a 1 year to a 3 year grant, it provides third sector organisations with more security and allows more development of projects to engage with the most vulnerable clients. - *The Challenge Fund, CTC*

**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 all organisations who receive funding through the Challenge Fund are proactive at eliminating unlawful discrimination. - *The Challenge Fund*

Through the ESF Social Inclusion Fund, an additional focus on eliminating discrimination will provide specific funding to projects that can deliver this and reduce instances of discrimination in relation to employability. - *EPSIP*

**Negative Impacts**

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**

As part of the application for the Challenge Fund, organisations must evidence how they will fit services to individual needs.

The strategic objectives and targeted client groups for Employability and Skills, outline in the Strategy for Jobs (SFJ), are currently:

- School Leavers and Young People (14-19yrs)
- Those in low paid or insecure employment
- Early Intervention
- Support for Regeneration and Vulnerable individuals

The purpose of the Challenge Fund is to ensure that there is support for each client group to minimise disadvantage and to ensure that each client who wants support, can access a suitable service. - *The Challenge Fund, SFJ, CFAP*

The additional ESF funding identified and applied for through the Social Inclusion fund will allow enhancement of rights and opportunities for those facing significant barriers through an additional Challenge Fund process for Poverty and Social Inclusion. This will provide services that are outside of the mainstream employability services which provide additional support to those with the following identified barriers:

- Lone parents
- Young homeless people
- In-work poverty
- Discrimination - *EPSIP*

**Negative Impacts**

It may be difficult to evidence whether all client groups have advancement of opportunity but there is potential to undertake monitoring through the management information system to analyse the impact. There is potential that strategic priorities shift between supporting specific client groups. This information is closely monitored to ensure support can be reactive to any change to mitigate the impacts. - *The Challenge Fund, CR*

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**

During the review of Third Party Grants and the co-production of the Challenge Fund, as well as the review and co-production for the Youth Review, there has been consultation with a number of groups, promoting understanding and awareness of the funding and ensuring those that wish to participate in the co-production have an opportunity to do so. - *The Challenge Fund, CPSG, CPW*

Organisations that receive a grant will be encouraged to challenge discrimination and to only segregate client groups where appropriate – the assessment panel must be comfortable that all organisations’ values are appropriate. - *The Challenge Fund, CFAP*

**Negative Impacts**

It may be perceived that the Challenge Fund will focus on job outcomes rather than progressions towards employment (including accessing training and learning activities). In reality, the aim of the Challenge Fund is to provide support to those further from the labour market who need additional measures to help move them towards improvement.– *The Challenge Fund, SSP*

Traditionally, there may have been a perception that the Challenge Fund was a closed shop where the same organisations were funded every year. - *The Challenge Fund, CPSG, CPW*

### 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
Over-provision and mixed landscape of youth services	A review of youth services was completed in December 2014 with additional co-production taking place between April and July 2015. The findings will be taken into consideration when considering future provision of the Challenge Fund and this youth review will be impact assessed. Following on from this, the Youth Challenge Fund will be developed and a competitive application process will take place
Potential gap in provision of drugs and alcohol support services for employability.	Funding received by Access To Industry through Economic Development has been ring-fenced as part of the Edinburgh Drugs & Alcohol Partnership. This is currently being reviewed under a cross-departmental Complex Needs Employability commissioning process.
Through the processes of co-production and analysis of data collected from the management information system and desk research, gaps were identified in current provision: lone parents, young homeless people, in-work poverty and discrimination.	As a result of these identified gaps, additional funding was applied for through the ESF Social Inclusion Fund. This additional resource will be developed into a competitive application process for organisations to show how they will address these gaps.

#### (b) Recommendations

Please record SMART recommendations to

- (i) eliminate unlawful practice or infringements of absolute rights;
- (ii) justify identified infringements of rights; or
- (iii) mitigate identified negative equality impacts.

Recommendation	Responsibility of (name)	Timescale
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Ongoing Caselink monitoring will be carried out to analyse client groups to allow us to identify trends in those seeking support. This will allow us to ensure funding is being allocated proportionally to facilitate this need and ensure all required client groups have advancement of opportunity	Capital City Partnership	ongoing
It will be a condition of each Challenge Fund grant to adhere to equalities criteria, minimising unlawful discrimination, disadvantage and prejudice. This will form part of the signed contract and will be monitored as part of the quarterly reviews.	Capital City Partnership	ongoing
As part of the application process, Organisations will be required to estimate both job outcomes and 'progressions'. This will allow organisations who provide pre-employment support for those further from the job market to show the value of their service. On-going monitoring of successful applications will track these progressions to show the added value being provided for stages 1-3 of the Strategic Skills Pipeline. This should help to eliminate the presumption that this funding is focussed on job outcomes.	Employability & Skills, Capital City Partnership	ongoing
By co-producing and re-designing the new grants programme, there should be no perception that it is a closed shop that doesn't welcome new applications from more organisations. It is ensuring that the grants are open to all organisations who can provide a relevant service.	Employability & Skills, Capital City Partnership	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