

**Summary Report Template**

Each of the numbered sections below must be completed

Interim report	Y	Final report		(Tick as appropriate)
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**1. Title of proposal**

Business Growth and Inclusion - Edinburgh Blended Employability Service

**2. What will change as a result of this proposal?**

The proposal is to combine the commissioning of three previously separate employability services into one procurement process with multiple individual lots sitting within it. Extensions to current services were secured to allow for a robust co-production process to be carried out to ensure the future commissioned services would best meet the needs of service users.

The Complex Needs contract (Encompass) is currently held by Access To Industry. While aspects of the service might be required to change as a result of co-production and analysis of the current contract, the main focus of supporting people with complex needs will remain. Going forward, the level of funding is not finalised, but it is hoped that it will largely remain the same, with approximately £250,000 per annum. This includes approximately £90,000 each from Business Growth and Inclusion and Edinburgh Drugs and Alcohol Partnership and a £70,000 contribution from Housing and Regulatory Services. Criminal Justice are unable to support the provision financially for the next contract although will remain a strategic partner.

The Supported Employment contract is currently delivered by a consortium of four providers (Enable, Forth Sector, The Action Group and IntoWork) with Enable being the lead contractor. This is a pan-disability service that offers an employability service to anyone with a disability or long-term health condition that wants to start work or sustain their job. While aspects of the service may require adaptation following the outcome of co-production and analysis of the current contract and market need, it is envisaged that the core focus of the service will remain. The cost of the current service is £1.6m per annum (including European Social Funding at 40%). The future core level of funding is anticipated to be approximately £960k excluding any ESF that may be available.

The Edinburgh Targeted and Integrated Employability Service is currently contracted from 2019-2021 plus optional extra of two periods of 12 months. However, as a result of the current Covid-19 situation and drastically changing employability needs, including a large-scale increase in jobseekers and changing national employability provision, the proposal is to terminate this contract early (giving the official notice period) and bringing the commissioning of a new contract in line with the other two. The current level of funding is approx. £900,000. Following co-production, it has become evident that what is needed to replace this service is a targeted employability service to target gaps in other provision and support those in poverty. It has also been identified that a specific in-work service is required to help tackle in-work poverty and support people to progress and sustain employment, with a focus on fair work. The funding levels for these two services will be lower than the existing service. This is partly because the current service has struggled to meet targets and partly because of a substantial increase in national employability interventions. The outcome of co-production heavily pointed towards the needs for a more targeted and intensive employability support from this contract, allowing the national provisions to support those closer to the job

market with less barriers. The approximate level of funding will be £260k for a Targeted Employability Service and £180k for an In Work Service.

**3. Briefly describe public involvement in this proposal to date and planned**

Public involvement took place during the co-production process with clients of the current services, as well as through the wider employability landscape and through stakeholder involvement. Focus groups were carried out with clients of employability services.

In addition to this, a citizens’ survey was distributed via the Joined Up For Jobs network, through stakeholders and wider peripheral services and the City of Edinburgh Council tweeted links to it through their official Twitter account to broaden the potential audience.

Co-production with employability service providers and broader peripheral services also took place through a consultation event, focus groups and a survey. This included directly seeking the views of providers of complex needs services.

Employers viewpoints were sought through the Joined Up For Business (JUFB) and Edinburgh Chamber of Commerce networks but this was hindered by Covid-19. However, JUFB had completed a large survey with Fort Kinnaird employers in February 2020 and this provided valuable insight.

**4. Is the proposal considered strategic under the [Fairer Scotland Duty](#)?**

Yes

**5. Date of IIA**

9 December 2020

**6. Who was present at the IIA? Identify facilitator, Lead Officer, report writer and any partnership representative present and main stakeholder (e.g. NHS, Council)**

Name	Job Title	Date of IIA training
Philip Ritchie (Lead Officer)	Business Growth and Inclusion Contracts Lead, CEC	1 November 2017
Katie Weavers (Facilitator)	Business Growth and Inclusion Contracts and Programme Officer, CEC	7 November 2019
Jessie Colligan	Business Growth and Inclusion Assistant (Modern Apprentice)	29 April 2021
Kate Kelman	Deputy Chief Executive Officer, Capital City Partnership	
Craig Dutton	Strategy and Contracts Officer, Capital City Partnership	1 November 2017
Paula Deegan	Procurement Lead, CEC	
Hannah Dobby	Trainee Procurement Specialist, Procurement, CEC	
Chris Adams	Strategy Manager, Strategy and Insight, CEC	
Sarah Burns	Locality Manager, Localities, CEC	
Mark Upward	Advice Service Manager, Advice Services, CEC	
David Williams	EADP Manager, Edinburgh Alcohol and Drugs Partnership, CEC	
Bill Anderson	Team Leader, Skills Development Scotland	
Nikki Rutherford	Housing Development Officer, Housing Management and Development, CEC	
Victoria Kerr	Team Leader, Criminal Justice, Community Justice, CEC	

John Heywood	Principal Officer, Communities & Families, Schools and Lifelong Learning, CEC	
Susan Dalgliesh	Strategic Planning and Commissioning Officer (Physical Disabilities), Edinburgh H&SC Partnership, CEC	
Stuart Morrison	Employment Support Worker, Edinburgh H&SC Partnership, CEC	
Graeme Welch	Senior Employer and Partnership Manager, DWP	

## 7. Evidence available at the time of the IIA

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected?																																																																																																																																																																																																																					
Data on populations in need	<ol style="list-style-type: none"> <li><a href="#">Covid-19 Dashboard</a> – Skills Development Scotland</li> <li><a href="#">Covid-19 Labour Market Insights</a> – Skills Development Scotland</li> <li><a href="#">Edinburgh and South East Regional Claimant Count December 2020 Update</a> – Capital City Partnership</li> </ol>	<ol style="list-style-type: none"> <li>Edinburgh and the Lothians have the largest increase in Universal Credit claimants in Scotland between March and October. The number of people claiming has increased by 113%. When Jobseekers Allowance is included, the percentage increase is 130%.</li> <li>The effects of Covid on the economy are expected to last for the next few years. Both economic growth and the unemployment rate are expected to be affected for a number of years.  The redundancy rate has also dramatically increased this year, meaning there will be more competition for jobs from those with current skills and experience.  In addition to that, evidence shows that there is a lot more instability of household incomes which may increase the levels of in-work poverty.</li> <li>The Claimant Count in Edinburgh was 6,910 in January 2020 and 17,985 in December 2020.</li> </ol> <p><b>Table 3 Claimant Count Change Over the City Region</b></p> <table border="1"> <thead> <tr> <th></th> <th></th> <th>Edinburgh</th> <th>East Lothian</th> <th>Fife</th> <th>Midlothian</th> <th>Scottish Borders</th> <th>West Lothian</th> <th>Scotland</th> </tr> </thead> <tbody> <tr> <td rowspan="2">January 2020</td> <td>Count</td> <td>6910</td> <td>1750</td> <td>8505</td> <td>1410</td> <td>1835</td> <td>3260</td> <td>111955</td> </tr> <tr> <td>Rate</td> <td>1.9</td> <td>2.7</td> <td>3.7</td> <td>2.5</td> <td>2.7</td> <td>2.8</td> <td>3.2</td> </tr> <tr> <td rowspan="2">February 2020</td> <td>Count</td> <td>7105</td> <td>1765</td> <td>8765</td> <td>1470</td> <td>1860</td> <td>3425</td> <td>114605</td> </tr> <tr> <td>Rate</td> <td>1.9</td> 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		<p>The gender split changed by 2% in 2020 with the number of females claiming increasing from 37% to 39%.</p> <p><b>Table 5 Change in Gender Split Across the City Region</b></p> <table border="1" data-bbox="619 392 1439 506"> <thead> <tr> <th colspan="2"></th> <th colspan="2">December 2019</th> <th colspan="2">February 2020</th> <th colspan="2">November 2020</th> <th colspan="2">December 2020</th> </tr> <tr> <th colspan="2"></th> <th>count</th> <th>%</th> <th>count</th> <th>%</th> <th>count</th> <th>%</th> <th>count</th> <th>%</th> </tr> </thead> <tbody> <tr> <td rowspan="3">City of Edinburgh</td> <td>All</td> <td>6,970</td> <td></td> <td>7,105</td> <td></td> <td>18,170</td> <td></td> <td>17,985</td> <td></td> </tr> <tr> <td>Male</td> <td>4,390</td> <td>63%</td> <td>4,435</td> <td>62%</td> <td>11,050</td> <td>61%</td> <td>10,985</td> <td>61%</td> </tr> <tr> <td>Female</td> <td>2,585</td> <td>37%</td> <td>2,665</td> <td>38%</td> <td>7,120</td> <td>39%</td> <td>7,000</td> <td>39%</td> 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<td>Edinburgh</td> <td>Leith Walk</td> <td>550</td> <td>2.0</td> <td>1,515</td> <td>5.5</td> <td>1,475</td> <td>5.4</td> <td>168%</td> <td>-2.6%</td> </tr> <tr> <td>Edinburgh</td> <td>Craigtinny/Duddingston</td> <td>550</td> <td>2.7</td> <td>1,440</td> <td>7.0</td> <td>1,445</td> <td>7.0</td> <td>163%</td> <td>0.3%</td> </tr> <tr> <td>Edinburgh</td> <td>Liberton/Gilmerton</td> <td>540</td> <td>2.4</td> <td>1,405</td> <td>6.4</td> <td>1,415</td> <td>6.4</td> <td>162%</td> <td>0.7%</td> </tr> <tr> <td>Edinburgh</td> <td>Sighthill/Gorgie</td> <td>550</td> <td>2.2</td> <td>1,440</td> <td>5.7</td> <td>1,405</td> <td>5.6</td> <td>155%</td> <td>-2.4%</td> </tr> <tr> <td>Edinburgh</td> <td>Leith</td> <td>630</td> <td>3.5</td> <td>1,370</td> <td>7.6</td> <td>1,380</td> <td>7.7</td> <td>119%</td> <td>0.7%</td> </tr> <tr> <td>Edinburgh</td> <td>Pentland Hills</td> <td>625</td> <td>3.0</td> <td>1,330</td> <td>6.4</td> <td>1,320</td> <td>6.3</td> <td>111%</td> <td>-0.8%</td> </tr> <tr> <td>Edinburgh</td> <td>City Centre</td> <td>490</td> <td>1.8</td> <td>1,265</td> <td>4.7</td> <td>1,215</td> <td>4.5</td> <td>148%</td> <td>-4.0%</td> </tr> <tr> <td>Fife</td> <td>Buckhaven, Methil and Wemyss Villages</td> <td>900</td> <td>8.2</td> <td>1,210</td> <td>11.0</td> <td>1,190</td> <td>10.8</td> <td>32%</td> <td>-1.7%</td> </tr> </tbody> </table> <p>Source: NOMIS 27/1/2021</p> <p>Across the region there has been a 129% increase in the number of in-work UC claimants Currently 39% of all Universal Credit claimants in the City Region are in work.</p> <p><b>Table 11 Universal Credit Claimants</b></p> <table border="1" data-bbox="619 1227 1439 1453"> <thead> <tr> <th colspan="2"></th> <th colspan="3">February 2020</th> <th colspan="3">November 2020 r</th> <th colspan="2">% Change Feb-Oct</th> </tr> <tr> <th colspan="2"></th> <th>Not in emp</th> <th>In emp</th> <th>Total</th> <th>Not in emp</th> <th>In emp</th> <th>Total</th> <th>Not in emp</th> <th>In emp</th> </tr> </thead> 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group across the region were recorded as having Mental and Behavioural disorders</p>			December 2019		February 2020		November 2020		December 2020				count	%	count	%	count	%	count	%	City of Edinburgh	All	6,970		7,105		18,170		17,985		Male	4,390	63%	4,435	62%	11,050	61%	10,985	61%	Female	2,585	37%	2,665	38%	7,120	39%	7,000	39%			Feb 2020		Nov-2020		Dec-2020		% Change		2019 electoral wards		Count	Rate	Count	Rate	Count	Rate	Feb-Dec	Nov-Dec	Edinburgh	Forth	720	3.4	1,655	7.9	1,660	7.9	131%	0.3%	Edinburgh	Portobello/Craigmillar	625	3.2	1,495	7.5	1,505	7.6	141%	0.7%	Edinburgh	Leith Walk	550	2.0	1,515	5.5	1,475	5.4	168%	-2.6%	Edinburgh	Craigtinny/Duddingston	550	2.7	1,440	7.0	1,445	7.0	163%	0.3%	Edinburgh	Liberton/Gilmerton	540	2.4	1,405	6.4	1,415	6.4	162%	0.7%	Edinburgh	Sighthill/Gorgie	550	2.2	1,440	5.7	1,405	5.6	155%	-2.4%	Edinburgh	Leith	630	3.5	1,370	7.6	1,380	7.7	119%	0.7%	Edinburgh	Pentland Hills	625	3.0	1,330	6.4	1,320	6.3	111%	-0.8%	Edinburgh	City Centre	490	1.8	1,265	4.7	1,215	4.5	148%	-4.0%	Fife	Buckhaven, Methil and Wemyss Villages	900	8.2	1,210	11.0	1,190	10.8	32%	-1.7%			February 2020			November 2020 r			% Change Feb-Oct				Not in emp	In emp	Total	Not in emp	In emp	Total	Not in emp	In emp	City of Edinburgh		9,041	4,650	13,688	21,555	14,836	36,392	138%	219%	East Lothian		3,725	2,120	5,842	5,724	3,775	9,502	54%	78%	West Lothian		5,608	2,809	8,419	9,423	6,140	15,564	68%	119%	Scottish Borders		2,874	1,546	4,424	5,032	3,193	8,225	75%	107%	Midlothian		3,173	1,741	4,921	5,126	3,296	8,418	62%	89%	Fife		14,794	6,467	21,262	22,278	13,039	35,317	51%	102%	Total		39,224	19,338	58,554	69,133	44,288	113,423	76%	129%			Feb-19	May-19	Feb-20	May-20	Edinburgh	Assessment phase	894	463	323	408	Work Related Activity group	4,671	4,503	3,016	2,784	Support group	12,870	12,858	13,474	13,443	Unknown	523	493	414	432	Total	18,962	18,308	17,227	17,062
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	<p>4. <a href="#">Labour Market Briefing</a> – Scottish Government</p> <p>5. Caselink data 2019-2020 – CEC</p>	<p><b>4.</b></p> <p>The table below shows that the Ethnicity Employment Rate gap has fluctuated over the last 8 years but that overall the gap has increased by over 2 percentage points. BME services are required to help reduce this and a focus on closing the gap is essential.</p> <p><b>Table 3.2: Employment rates and levels of the population aged 16-64 by ethnicity and gender, Scotland, 2012 - 2020</b> <i>not seasonally adjusted</i></p> <table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">White Employment</th> <th colspan="2">Minority Ethnic Employment</th> <th rowspan="2">Ethnicity Employment Rate Gap (%pt)</th> </tr> <tr> <th>Rate</th> <th>Level (000s)</th> <th>Rate</th> <th>Level (000s)</th> </tr> </thead> <tbody> <tr> <td>Jul 2011 - Jun 2012</td> <td>71.2</td> <td>2,344</td> <td>59.1</td> <td>79</td> <td>12.1</td> </tr> <tr> <td>Jul 2012 - Jun 2013</td> <td>70.9</td> <td>2,332</td> <td>57.8</td> <td>74</td> <td>13.1</td> </tr> <tr> <td>Jul 2013 - Jun 2014</td> <td>72.2</td> <td>2,373</td> <td>61.3</td> <td>76</td> <td>10.9</td> </tr> <tr> <td>Jul 2014 - Jun 2015</td> <td>73.6</td> <td>2,402</td> <td>56.6</td> <td>84</td> <td>17.0</td> </tr> <tr> <td>Jul 2015 - Jun 2016</td> <td>73.6</td> <td>2,377</td> <td>59.3</td> <td>105</td> <td>14.3</td> </tr> <tr> <td>Jul 2016 - Jun 2017</td> <td>74.2</td> <td>2,417</td> <td>58.4</td> <td>102</td> <td>15.8</td> </tr> <tr> <td>Jul 2017 - Jun 2018</td> <td>75.4</td> <td>2,468</td> <td>57.6</td> <td>96</td> <td>17.7</td> </tr> <tr> <td>Jul 2018 - Jun 2019</td> <td>75.5</td> <td>2,467</td> <td>58.8</td> <td>103</td> <td>16.7</td> </tr> <tr> <td>Jul 2019 - Jun 2020</td> <td>75.1</td> <td>2,429</td> <td>60.5</td> <td>125</td> <td>14.6</td> </tr> <tr> <td><i>Change on year</i></td> <td><i>-0.4</i></td> <td><i>-38</i></td> <td><i>1.7</i></td> <td><i>21</i></td> <td><i>-2.1</i></td> </tr> </tbody> </table> <p><b>5.</b> From the data collected from Caselink for the EnCompass service for the year 2019-2020, the relevant barriers stated by clients included the following:</p> <p>151 clients, 66.5% - Criminal record  79 clients, 34.8% - History of Alcohol Abuse  76 clients, 33.5% - History of Substance Misuse  60 clients, 26.4% - Mental Health Problems  35 clients, 15.4% - Homeless  22 clients, 9.7% - Ill health.</p> <p>In comparison, Caselink as a whole (ie all provision who use the system) gave the following figures for the same barriers that clients stated:</p> <p>265 clients, 10.4% - Criminal record  114 clients, 4.5% - History of Alcohol Abuse  124 clients, 4.9% - History of Substance Misuse  779 clients, 30.5% - Mental Health Problems  164 clients, 6.4% - Homeless  199 clients, 7.9% - Ill health</p> <p>This indicates that there are additional clients within the network that could be accessing EnCompass if capacity allowed.</p>		White Employment		Minority Ethnic Employment		Ethnicity Employment Rate Gap (%pt)	Rate	Level (000s)	Rate	Level (000s)	Jul 2011 - Jun 2012	71.2	2,344	59.1	79	12.1	Jul 2012 - Jun 2013	70.9	2,332	57.8	74	13.1	Jul 2013 - Jun 2014	72.2	2,373	61.3	76	10.9	Jul 2014 - Jun 2015	73.6	2,402	56.6	84	17.0	Jul 2015 - Jun 2016	73.6	2,377	59.3	105	14.3	Jul 2016 - Jun 2017	74.2	2,417	58.4	102	15.8	Jul 2017 - Jun 2018	75.4	2,468	57.6	96	17.7	Jul 2018 - Jun 2019	75.5	2,467	58.8	103	16.7	Jul 2019 - Jun 2020	75.1	2,429	60.5	125	14.6	<i>Change on year</i>	<i>-0.4</i>	<i>-38</i>	<i>1.7</i>	<i>21</i>	<i>-2.1</i>
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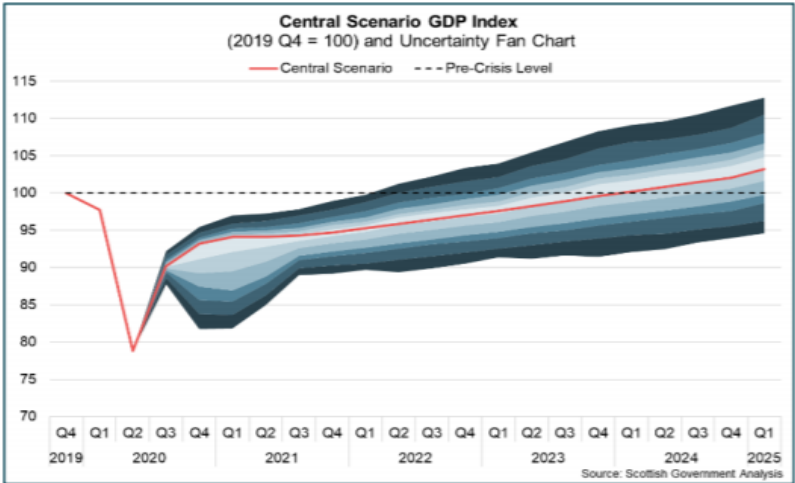
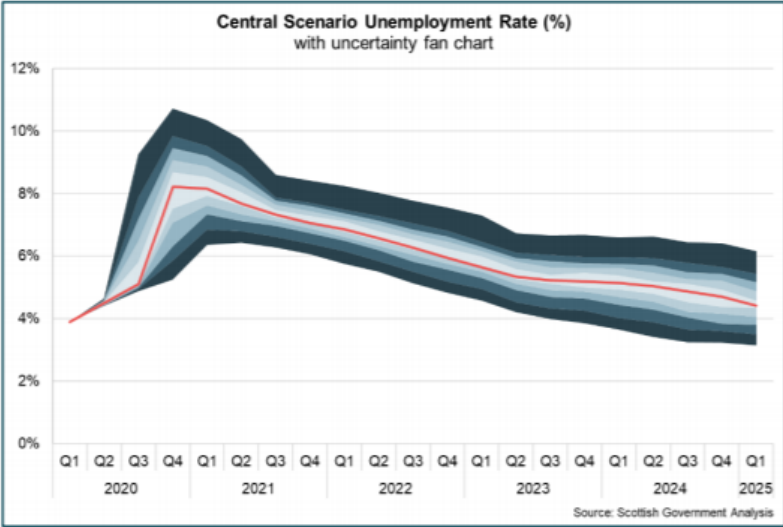
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	<p>9. <a href="#">All In Edinburgh Evaluation Report 2015-2019</a> – CCP, CEC</p>	<p>9. The AIE delivery model is premised on fidelity to the Scottish Government and internationally based 5 stage Supported Employment model: Stage 1: Client Engagement Stage 2: Vocational Programming Stage 3: Job Finding Stage 4: Employer Engagement Stage 5: On and Off The Job Support</p> <p><i>Recorded conditions on entering AIE</i></p> <p>The main recorded conditions of people engaged with AIE were<sup>3</sup>:</p> <table border="1" data-bbox="663 1637 1182 1957"> <thead> <tr> <th>Condition/barrier</th> <th>Number</th> </tr> </thead> <tbody> <tr> <td>Mental health</td> <td>660</td> </tr> <tr> <td>Learning disability</td> <td>492</td> </tr> <tr> <td>Physical disability</td> <td>367</td> </tr> <tr> <td>Autism Spectrum Disorder</td> <td>340</td> </tr> <tr> <td>Other long-term condition</td> <td>198</td> </tr> <tr> <td>Visual impairment</td> <td>61</td> </tr> <tr> <td>Hearing loss</td> <td>57</td> </tr> <tr> <td>Not confident of definition</td> <td>18</td> </tr> </tbody> </table>	Condition/barrier	Number	Mental health	660	Learning disability	492	Physical disability	367	Autism Spectrum Disorder	340	Other long-term condition	198	Visual impairment	61	Hearing loss	57	Not confident of definition	18
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Integrated Employability Service (Route 2)		New clients engaged	Individual clients supported	Job Entry (Sustained 4 Weeks)	Individuals achieving contracted progressions
	Annual Target	1785	1785	600	698
	Actual to date	789	1606	279	303
Encompass		New clients engaged	Individual clients supported	Job Entry (Sustained 4 Weeks)	Individuals achieving contracted progressions
	Annual Target	240	200	30	86
	Actual to date	243	400	29	207
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	Annual Target	500	958	176	28
	Actual to date	464	989	176	28



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	<p>10. <a href="#">State of the Economy</a> – Scottish Government</p>	<p><b>10. Scotland: Labour market impacts from COVID are still emerging.</b></p>  <p>Our medium-term outlook in the central scenario expects economic activity to return to pre-crisis levels by the end of 2023.</p> <p>Over the period to 2025, we still expect a degree of scarring on the Scottish economy. By Q1 2025 our current expectation is that economic activity will be around 3% below pre-crisis trend. This is broadly in line with judgements from other economic forecasters, with the Office for Budget Responsibility also indicating 3%, the Scottish Fiscal Commission suggesting 4% and the Bank of England citing 1.5%.</p>  <p>Over the medium-term our central scenario finds that the unemployment rate could remain elevated for several years and only start to reach pre-pandemic levels towards the end of the scenario horizon.</p>

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	<p>11. <a href="#">Protecting Scotland, Renewing Scotland: The Government's Programme for Scotland 2020-2021</a> – Scottish Government</p>	<p><b>11.</b>          “We must make sure that the new jobs we support people to access are good jobs – paying fair wages and complying with high standards. We must also seize the opportunity to create green jobs and train individuals with the skills they need to help us meet our commitment to reach net zero emissions.</p> <p>We know the economic impact of COVID-19 and the removal of the job retention scheme will have a devastating effect on employment and jobs. And this will impact most acutely on young people and those who already face barriers to employment such as women, disabled people, and people from black and minority ethnic communities.</p> <p>The pandemic has highlighted even more starkly the existing disparity in employment for workers from a minority ethnic background. It has highlighted the additional challenges faced by minority ethnic workers who are over-represented in jobs with increased exposure risks to COVID-19 and/or who are over-represented in work that is not secure and who have seen that work stopped.</p> <p>The pandemic has also had a disproportionate impact on women’s jobs and incomes. Women have made up the majority of the workforce in many ‘shut down’ sectors, and in our care sector, as well as undertaking additional unpaid caring responsibilities. The vast majority of lone parents are women. All of this has made them more exposed to the impacts of earnings reductions or losses. Evidence highlights the potential damage the pandemic could do to women’s employment and career opportunities longer term and the potential to increase both the gender employment gap and the gender pay gap in coming years.</p> <p>By embedding the principles of fair work across Scotland, we will improve livelihoods and reduce social inequality. This will help some of the most vulnerable groups in Scotland – such as lone parent families and families with disabilities – as well as women, who more often than not are expected to shoulder the main responsibilities of childcare.</p> <p>We will also extend Fair Start Scotland services for a further two years to March 2023, providing support for unemployed disabled people, and people with health conditions and other barriers to moving into fair and sustained work.</p> <p>No One Left Behind : Our overall investment in employability, including the Youth Guarantee, will have a particular focus on helping those most adversely affected during the health and economic crisis – young people, disabled people, minority ethnic communities, and lone parents.”</p>

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	<p>12. <a href="#">Scotland's Economic Strategy</a> – Scottish Government</p> <p>13. <a href="#">Scotland's Labour Market: People, Places and Regions Annual Population Survey 2019</a> – Scottish Government</p>	<p><b>12.</b>          “To promote inclusive growth and provide opportunities for all, we need to encourage a fair and inclusive jobs market and promote regional cohesion. We also need to remove key long standing barriers to people being able to fulfil their economic potential such as boosting educational attainment.</p> <p>The Scottish Government believes that a labour market that is fair and inclusive, and that provides sustainable and well paid jobs, is key to tackling income inequality and addressing wider issues within the economy. For example, the relationships between health, work and the economy are well established.”</p> <p><b>13.</b>          All data is for January 2019 to December 2019 and therefore precedes the impact of government policies related to COVID-19 implemented from March 2020 onward.</p> <p>In 2019, the employment rate for the disabled population was 49.0 per cent which was significantly lower than the employment rate for those not classed as disabled (81.6 per cent). In 2019, the disability employment gap was 32.6 percentage points, lower than the gap the year before which was 35.5 percentage points.</p> <p>The gap between the employment rate for disabled and non-disabled people has decreased by 2.9 percentage points over the year and by 4.7 percentage points since 2016</p> <p><b>Chart 8: Disability employment gap for ages 16 to 64 by gender and age, Scotland, 2019</b></p> <table border="1"> <thead> <tr> <th>Age Group</th> <th>All</th> <th>Men</th> <th>Women</th> </tr> </thead> <tbody> <tr> <td>16 to 64</td> <td>32.6</td> <td>38.2</td> <td>27.5</td> </tr> <tr> <td>16 to 24</td> <td>18.8</td> <td>22.3</td> <td>16.1</td> </tr> <tr> <td>25 to 34</td> <td>29.2</td> <td>35.1</td> <td>23.6</td> </tr> <tr> <td>35 to 49</td> <td>34.2</td> <td>39.7</td> <td>28.8</td> </tr> <tr> <td>50 to 64</td> <td>38.6</td> <td>45.7</td> <td>32.0</td> </tr> </tbody> </table>	Age Group	All	Men	Women	16 to 64	32.6	38.2	27.5	16 to 24	18.8	22.3	16.1	25 to 34	29.2	35.1	23.6	35 to 49	34.2	39.7	28.8	50 to 64	38.6	45.7	32.0
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	<p>14. <a href="#">A Fairer Scotland For Disabled People: delivery plan to 2021</a> – Scottish Government</p> <p>15. <a href="#">Scotland's Devolved Employment Services: statistical summary</a> – Scottish Government</p> <p>16. <a href="#">No One Left Behind: next steps for employability support</a> – Scottish Government</p>	<p><b>14.</b> The Scottish Government have committed to reducing the disability employment gap by at least half. The City of Edinburgh Council must aim to achieve this too.</p> <p>Disabled people are 20% of the population, but make up only 11% of the private sector workforce and 11.7% of the public sector workforce. We will consult with DPOs and public sector bodies around setting targets to redress this imbalance</p> <p>The Scottish Government will continue to promote the Supported Employment Framework and model for disabled people to learn on the job with support from colleagues and a job coach. We will require providers of future employment services to offer a diverse menu of options including supported employment.</p> <p><b>15.</b> People receiving Fair Start Scotland support experience different and often multiple barriers to finding work. Health conditions and/or disabilities are the most commonly reported. 65% of people in FSS reported a long-term health condition and 47% were disabled.</p> <p>Most people who started FSS did not enter work or go on to sustain employment: 33% started a job, 23% sustained employment for 3 months, 17% sustained employment for 6 months, and 14% sustained employment for at least 12 months. This shows that additional services are required to support this link into sustainable employment</p> <p><b>16.</b> The Scottish Government’s No One Left Behind next steps report highlighted that at its heart, our approach will require more effective integration and alignment of support and services. This will need all those involved to work more closely together to simplify the current landscape and deliver better outcomes for those people who face significant barriers to accessing work.</p> <p>They specifically highlighted the main client groups that EBES aim to support: These groups include disabled people (employment rate of 42.8% compared to 80.2% for nondisabled people); people recovering from substance misuse, people experiencing homelessness, and people with convictions.</p> <p><u>Employability And Justice:</u> People released from prison without a job are twice as likely to re-offend as those released with employment opportunities lined up.</p> <p>People with convictions may also face stigma associated with declaring a criminal record, or an unwillingness by some employers to provide those with criminal convictions with job opportunities.</p>

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	<p>17. <a href="#">Rights, respect and recovery: alcohol and drug treatment strategy</a> – Scottish Government</p>	<p>Having a job is considered to be one of the main positive influences on an individual's ability to not reoffend.</p> <p><u>Employability and Housing</u> Lack of work is both a cause and consequence of homelessness and people experiencing homelessness face additional barriers to employment than those with a stable home.</p> <p>In addition to the practical difficulties in engaging in employability activities while in unstable accommodation, homelessness can be a traumatic and distressing experience. This can lead to barriers to employment such as people lacking the skills and self-confidence to find and keep a job.</p> <p><b>17.</b> The Scottish Government believe that more integrated approaches are needed to address homelessness, mental health problems, unemployment and general healthcare needs. It is this integration which is fundamental to the success of this strategy.</p> <p>No One Left Behind: Next Steps for the Integration and Alignment of Employability Support in Scotland 2018 describes the next steps for the integration and alignment of employability support with a particular focus on health, justice and housing services. It puts an emphasis on the role of Health and Social Care Partnerships and Alcohol and Drug Partnerships in developing stronger links between local services and national employability services.</p> <p><b>Figure 4: Percentage of people joining Fair Start Scotland who report long term health conditions, broken down by type of long term health condition, from April 2018 to June 2020</b></p> <table border="1"> <thead> <tr> <th>Health Condition</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Mental health condition</td> <td>34%</td> </tr> <tr> <td>Long-term illness, disease or condition</td> <td>17%</td> </tr> <tr> <td>Physical disability</td> <td>11%</td> </tr> <tr> <td>Learning difficulty (for example, dyslexia)</td> <td>8%</td> </tr> <tr> <td>Other condition</td> <td>5%</td> </tr> <tr> <td>Developmental disorder</td> <td>3%</td> </tr> <tr> <td>Deafness or partial hearing loss</td> <td>2%</td> </tr> <tr> <td>Blindness or partial sight loss</td> <td>2%</td> </tr> <tr> <td>Learning disability</td> <td>1%</td> </tr> </tbody> </table>	Health Condition	Percentage	Mental health condition	34%	Long-term illness, disease or condition	17%	Physical disability	11%	Learning difficulty (for example, dyslexia)	8%	Other condition	5%	Developmental disorder	3%	Deafness or partial hearing loss	2%	Blindness or partial sight loss	2%	Learning disability	1%
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	<p>18. <a href="#">National Strategy for Community Justice</a> – Scottish Government</p>	<p><b>18.</b> The Scottish Government National Strategy for Community Justice highlights the need for a service such as Complex Needs Employability to support the integration of services that support people with offending behaviour, homelessness and substance misuse issues.</p>																				

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected?
	<p>19. <a href="#">Edinburgh's Economy Strategy</a> – the City of Edinburgh Council</p>	<p>This strategy encourages community justice partners to provide tailored wrap-around services which work with people as individuals, and which recognise their strengths, needs and aspirations. The evidence is clear that better access to welfare, housing and health services, wellbeing and employability assistance can reduce or even prevent offending from occurring in the first place.</p> <p>Helping to support the development of employability skills as well as encouraging involvement in training and lifelong learning should be a key priority both as part of a preventative approach, and as a targeted area of support, to ensure that individuals who have been involved in offending can move on with their lives.</p> <p>At least one third of the adult male population and one in ten adult females in Scotland have a criminal record. Once people have a conviction it is much harder for them to gain employment. There are a number of barriers to improving the prospects of people with convictions securing and sustaining employment, volunteering, training and further learning. These include the stigma associated with declaring a criminal record; limited education experiences and low skills levels; willingness of employers to provide those with criminal convictions with job opportunities; a mismatch between job needs and skills levels; and lack of support available to employers. In addition to these complex inter-related factors, some individuals will simply be further away from employment than others on their desistance journey so it is important that a person-centred approach is taken.</p> <p>To improve employability, community justice partners, including SPS, criminal justice social work, SDS and third sector partners should:</p> <p>Put the development of employability skills, training and lifelong learning at the heart of planning in order to facilitate better engagement with employers, provide fairer access to opportunities for those with criminal convictions, and reduce stigma for those who are on the path to rehabilitation.</p> <p><b>19.</b></p> <ul style="list-style-type: none"> <li>• An economy which works to reduce the equality gaps that mark our city</li> <li>• An economy which makes sure no community, no area, and no group in our society is remote from the opportunity to improve their standard of living</li> <li>• An economy which improves access to well paid, fulfilling work with the opportunity to progress</li> </ul> <p>Overall, the evidence shows Edinburgh to be a city, and an economy, of many paradoxes and contradictions. We are a city of high growth, and of disadvantage; we are a city operating at close to full employment, but also a city of persistent worklessness. To address these contradictions,</p>

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected?
	<p>20. <a href="#">End Poverty in Edinburgh Delivery Plan 2020-30</a> – The City of Edinburgh Council</p> <p>21. <a href="#">A Just Capital Actions to End Poverty in Edinburgh</a> – Edinburgh Poverty Commission</p>	<p>we need a new approach that moves beyond a focus on job or wealth creation alone, to one which directly addresses the inclusion challenges the city faces.</p> <p><b>20.</b> The principle focus of this approach will be to improve the day to day experience of people seeking support in the city, to achieve long term reduction of service demand through early intervention, and, in doing so, to deliver more a financially sustainable operating model for people-focused Council services.</p> <p>Successful existing approaches to such services highlighted by the Edinburgh Poverty Commission involve the embedding of income maximisation, family and household support in community assets, such as schools, GPs, libraries or third sector hubs.</p> <p><b>21.</b> The Edinburgh Poverty Commission have identified six areas for action – fair work, a decent home, income security, opportunities to progress, connections, health and wellbeing - and one cultural challenge that should serve as a lens through which each action should be approached.</p> <p>To end poverty in the city, the single biggest transformation Edinburgh could achieve would be to make the experience of seeking help less painful, less complex, more humane, and more compassionate. We call on City of Edinburgh Council to lead in the design and delivery of a new relationship based way of working for all public services in Edinburgh.</p> <p>In the wealthiest city in Scotland, we estimate that almost 78,000 people are living in relative poverty, representing some 15% of the population and as many as 1 in 5 children.</p> <p>The majority of people living in poverty in Edinburgh are of working age, in employment, living in rented accommodation, with the highest rates experienced by families with children. Lone parents, nine in ten of them women, disabled people, carers and Black and Minority Ethnic families are more likely to be in poverty than others in the city. Such families live in every area of the city, in every type of neighbourhood. Two-thirds of people in poverty in Edinburgh do not live in those areas commonly considered as ‘deprived’. Very often these families will be affected by physical and mental health burdens related directly to the poverty they experience.</p> <p><b>A decent home we can afford to live in:</b> There is no pathway to ending poverty in Edinburgh without resolving the city’s housing and homelessness crisis. Almost one in three of the city’s households in poverty are only there due to high housing costs, compared with one in eight households in poverty across Scotland.</p>

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected?
	<p>22. <a href="#">Poverty and Coronavirus in Edinburgh</a> – The Edinburgh Poverty Commission</p>	<p><b>Income security that offers a real lifeline:</b> Too many people in poverty in Edinburgh are not aware of, or able to access all the support to which they are entitled. We call on Edinburgh Partnership to ensure proactive, high impact support to maximise household income is embedded in every nursery, school, and GP surgery in the city.</p> <p><b>Opportunities that drive justice and boost prospects:</b> Inequality in Edinburgh is most starkly apparent in the way that the availability and quality of opportunities to progress in life depend on your income and where you live in the city.</p> <p><b>Connections in a city that belongs to us:</b> Too many people we met during our inquiry told us they feel large parts of the city don't belong to them or that many aspects of Edinburgh life feel 'off limits'. We also call on City of Edinburgh Council to work with partners to accelerate digital inclusion, putting affordability and skills at the heart of its plans .</p> <p><b>Equality in our health and wellbeing:</b> Through all our work, we have heard about how poverty takes an intolerable toll on people's mental and physical health.</p> <p><b>22.</b> For those already struggling to get by on a low income there are significant additional pressures to life in lockdown and the current crisis has exacerbated many of the injustices. In addition, the lockdown has revealed just how precarious large parts of our economy are with people on low incomes being pulled into further hardship, and a new surge of unemployed people at risk of being swept into poverty.</p> <p>Community Renewal, who run one of the city's employability programmes has seen an increase in referrals from 20-30 per month to 120 in the first month since the lockdown began. They recognise the way in which many have lost their jobs as a significant trauma – described as brutal, people feeling they have been treated as disposable. While immediate concerns are focused on getting through this period of lockdown, for many the fear of the impact of unemployment and unmanageable debt in coming months is very real.</p> <p>In these circumstances it is the low paid, those on temporary contracts and those on zero hour contracts who are disproportionately suffering as a result. The immediate crisis comes on top of a situation where we know many people are exhausted physically and emotionally, having severely restricted options about how to manage living costs, are unable to plan and barely have enough to survive, despite being in work. The crisis shines a light on the fragility and inherent injustice in our economy</p> <p>People have told us they feel they are not listened to, are not treated with dignity, respect and kindness. They are forced to tell their story numerous times to deal with all the issues they need help with. They are</p>



Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected?
	<p>23. <a href="#">The Impacts of COVID-19: An Overview of the Research to Date</a> – The Improvement Service</p> <p>24. Informing Equality – West Lothian Drug and Alcohol Team</p> <p>25. Literature Review: Barriers to Alcohol and Mental Health Support and Services for Vulnerable Groups in Edinburgh - Edinburgh Health and Social Care Partnership</p>	<p>referred, assessed and referred on again. Help with one specific problem can fail because it is set in the context of multiple issues which are not addressed together and at worst help in one area precludes help in another. Often the help people may need to address the emotional toll of their situation is ignored.</p> <p><b>23.</b> As highlighted, individuals are likely to suffer long-term from the crisis, especially those who are vulnerable. Whilst we begin to move out of lockdown the focus for many is moving towards how people can be supported long-term. There is likely to be a significant increase in the number of people needing support. Recent analysis by the Institute of Public Policy Research suggests an additional 1.1 million people in the UK, including 200,000 children, could be below the pre-Covid poverty line by the end of 2020. With more people facing financial difficulties and moving into poverty, there is increased risk of the severe harm this can cause.</p> <p><b>24.</b></p> <ul style="list-style-type: none"> <li>• Estimates of prevalence of drug misuse in Scotland (2009/10) suggest that women comprise under 30% of the total numbers of people misusing drugs (ISD, 2011)</li> <li>• Data for 2011/2012 indicate that of the 11,363 new individuals assessed for drug treatment, 71% were men (ISD, 2013).</li> <li>• A study of treatment outcomes among men and women attending a prison-based therapeutic communities for substance misuse in California found that women were at a substantial disadvantage compared with men in terms of their employment histories, substance abuse, psychological functioning and sexual and physical abuse prior to incarceration (Messina et al, 2006).</li> </ul> <p><b>25.</b> Access to health and wellbeing support and services was an issue flagged up by all the Locality Improvement Plans in Edinburgh, so it is a key priority for partnership work moving forward. Improving access to mental health and alcohol misuse support and services in particular has been identified as a way of helping to address the widening health inequalities faced by people locally.</p> <p>The literature identified a large number of barriers to accessing mental health and alcohol misuse support and services experienced by population groups considered more vulnerable. The review found that age, gender, sexual orientation, disability, religious belief, migrant and ethnic minority background, as well as multiple and complex needs, could all increase an individual’s vulnerability and thus increase the barriers they face to accessing support and services. Common barriers that need to be addressed and prevented include stigma, discrimination and homelessness. Not being able to speak English and having a poor literacy level are also potential barriers.</p>

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected?
	<p>26. What Works For Single Parents and Local Employability Programmes – One Parent Families Scotland</p>	<p>The causes for homelessness are complex and multi-factorial. They include significant emotional and/or physical trauma in childhood, poor familial relationships, unemployment, lack of qualifications, substance misuse, mental health illness, institutionalisation, debt and poverty (Brodie et al., 2013). Homelessness then exacerbates many of these pre-existing issues. The literature discovered that homeless people with multiple and complex needs are some of the most excluded and disadvantaged in our society. Often their stories are of being pushed deeper into extreme poverty and left with no option but to sleep on the street.</p> <p><b>26.</b> Locally-rooted partnerships are better placed to understand their service-users’ particular challenges and barriers, to identify gaps in provision, and to estimate local capacity and demand.</p> <p>While positive relationships with Jobcentre Plus are important, many of those facing the greatest labour market barriers are not in regular contact with statutory employment services. To ensure that employability programmes include those furthest from the labour market, proactive marketing campaigns and community-level outreach – including through familiar community, health and childcare hubs – should be pursued.</p> <p>Delivery should take place locally, be accessible, and participants should not find themselves out of pocket as a result of attending. Travel costs, for instance, should be reimbursed.</p> <p>Programmes may seek to extend the use of online services catalysed under Covid-19 to save participants’ time and expenses, though this must not be used as a cost-cutting exercise, and should take full account of the digital exclusion faced by many of those accessing such services.</p> <p>Many single parents and carers lack the time or experiences to have a pre-conceived end-goal. Programmes should take as long as is necessary to build towards the identification of participants’ assets and aspirations and the formulation of an action plan.</p> <p>Programmes should embrace all outcomes – including training, education and voluntary work – rather than focusing exclusively on employment. Gaining skills, experience or confidence should never be discouraged. Similarly, and especially for those furthest from the labour market, programmes should incorporate ‘distance travelled’ indicators into their ethos and evaluations to ensure that employability programmes work for all.</p>

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected?
		<p>Specialist services and supports should be offered, including support with mental health, isolation, domestic abuse, addiction, trauma, and more. There is a strong gendered dimension to this that many mainstream programmes fail to account for.</p> <p>In-work support must take account of individuals’ working-patterns, and offer sessions outside of standard hours, at a variety of locations and/or over the phone or social media.</p>
Data on service uptake/access	Yes  Caselink	<p>The Caselink database is used for all of the employability programmes funded through Employability &amp; Talent Development. This measures client data, including gender, age, barriers faced, dependents, progressions and outcomes etc.</p> <p>See above for Caselink statistics and Quarterly Reports for the 3 currently commissioned services</p>
Data on socio-economic disadvantage e.g. low income, low wealth, material deprivation, area deprivation.	Yes	See above
Data on equality outcomes	Yes	See Above
Research/literature evidence	Yes	<p>See Above.</p> <p>A paper containing economic and employability data was also drafted and used to inform the review. This pulled together national and local data from reports including, but not limited to:</p> <ul style="list-style-type: none"> <li>• Scottish Government reports,</li> <li>• City of Edinburgh Council reports,</li> <li>• Edinburgh Poverty Commission,</li> <li>• Caselink reports,</li> <li>• Data sources (Nomis and Stat-Xplore),</li> <li>• Capital City Partnership,</li> <li>• One Parent Families Scotland and wider.</li> </ul>
Public/patient/client experience information	Yes	<p>Co-Production with service users has highlighted their high satisfaction with the services. Feedback highlighted that clients strongly praised the employability support and emotional/moral support that was provided helped them to make positive moves in their employability journey.</p> <p>Emerging Themes from Service Providers:</p> <ul style="list-style-type: none"> <li>• Digital inclusion</li> <li>• In-work support</li> <li>• Fair work</li> </ul>

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected?
		<ul style="list-style-type: none"> <li>• Benefits/welfare support</li> <li>• Mental health support</li> <li>• Outcome-focus reduces the focus of supporting the individual</li> <li>• Lower volume, more intense support</li> <li>• Employer engagement</li> <li>• Clients with ESOL needs</li> </ul> <p>Emerging Themes from Clients:</p> <ul style="list-style-type: none"> <li>• Benefits and welfare advice</li> <li>• Mental health support</li> <li>• Confidence building</li> <li>• Emotional and moral support</li> <li>• In-work support</li> <li>• Overcoming barriers – convictions / disabilities / language / skills</li> <li>• Digital support</li> </ul>
Evidence of inclusive engagement of people who use the service and involvement findings		<p>Co-Production – see above</p> <p>Quarterly Reports from all 3 currently commissioned services evidence the engagement of service users in the design and delivery of the services. Continual co-production with service users was written in to the contracts to ensure that they remained relevant to service users and met their needs.</p>
Evidence of unmet need		See Above
Good practice guidelines		<p>In order to continually improve the customer experience, and following consultation with the providers' network, the Joined Up For Jobs partnership introduced a customer care quality standard for provider organisations. Providers seeking City of Edinburgh Council funding are expected to hold or be working towards the Charter.</p> <p>Annual contract management checks will ensure that the level of service is maintained and improved.</p>
Carbon emissions generated/reduced data		N/A
Environmental data		N/A
Risk from cumulative impacts		N/A
Other (please specify)		
Additional evidence required		N/A

**8. In summary, what impacts were identified and which groups will they affect?**

Equality, Health and Wellbeing and Human Rights	Affected populations
<p><b>Positive</b> Equality is at the heart of the employability services – accessing good quality opportunities (jobs, training and progressions) is fundamental to reducing inequalities and improving health and wellbeing.</p>	All
<p>Bidders will be asked to identify how the service will be shaped to the needs of all clients in their tender bids. This may also include moving clients on to other, more specialist support for niche barrier removal where appropriate to do so.</p>	All
<p>The services will aim to support clients from disadvantaged backgrounds/communities who are looking to move into employment or progress into better employment. As a result, it will tackle inequality issues by supporting people to move out of poverty. As a result of co-production and wider background research, it was identified the in-work poverty continues to be a growing problem. For this reason, it is anticipated that there will now be a standalone contracted service to deliver in-work support to reduce equalities in employment and support citizens into jobs that allow them to move out of poverty and into a sustainable future.</p>	Those vulnerable to falling into poverty or are already experiencing poverty
<p>Integration with other employability services and related non-employability services will be seen as a key element of the future services. The removal of other issues (housing, financial, health) is vital to progressing clients along the Strategic Skills Pipeline. It is anticipated that the services would integrate an in-house welfare rights adviser to best support clients’ needs.</p>	Those vulnerable to falling into poverty or are already experiencing poverty
<p>It was identified that over the last decade, a large proportion of employability services have focused on young people. Given the large number of people of all ages that have been made unemployed as a result of the Covid-19 crisis, it is imperative to make sure that these services are open to all ages.</p>	Older people and people in their middle years
<p>English as a second language is a significant barrier in Edinburgh for those seeking employment. Emphasis must be given to ensure that accessibility to services and employment is not a problem – access to alternative communication methods, ESOL support and access to interpreters will be essential. There are other services in the employability network that support clients where there is an ESOL barrier and BME-specific projects. An audit of this needs to be carried out.</p>	Minority ethnic people (includes Gypsy/Travellers, migrant workers, non-English speakers) Refugees and Asylum Seekers
<p>Those who are homeless, at risk of homelessness, those involved in the criminal justice system and those with a history of substance</p>	Homeless people / Those involved in the criminal

<p>misuse would benefit from accessing a service that provided holistic services that supported the wider issues, either directly or in partnership with other organisations. Their barriers are often broad and require support before employment could be sustained. By re-commissioning a service that supports this client group, there will continue to be a dedicated employability service for this client group.</p> <p>The aim of the complex needs employability service is to support people with a history of offending to achieve and sustain education, training and/or employment. Evidence shows that where those with a history of offending behaviour break the cycle and are encouraged to participate in society, the likelihood for them to reoffend drops.</p> <p>The disability employment gap is still a big issue for equality in employment. The statistics in the evidence section highlight that the gap between the employment rate for those with a disability and those without, although lessening, continues to highlight that people with a disability still require support to gain sustainable employment. By re-commissioning the Support Employment service, the City of Edinburgh Council will be helping to reduce this inequality.</p> <p>The Edinburgh Poverty Commission have provided a key focus for what is needed in Edinburgh to improve opportunities and reduce inequalities.</p> <p>On-going co-production with clients will be written within the specification of services to ensure that service users have the opportunity to help shape services and feed back. This participation benefits the clients to feel involved and to help shape the services.</p> <p>These services will also be entirely voluntary and clients are not obligated to participate where they do not wish to do so. Consideration needs to be given to targets and outcomes to make sure clients do not feel pushed into outcomes or do not get supported because they may require longer term support.</p> <p><b>Negative</b></p> <p>The nature of the Covid-19 crisis has had an impact on the regular way in which co-production would be carried out. There was an awareness that it could create a digital exclusion problem because focus groups and surveys could only be held online which could limit those with no access or skills to partake. The employability network and wider stakeholders supported the delivery of co-production by contacting service users by phone to complete surveys in lieu of face to face interactions. This was unavoidable in the current crisis.</p>	<p>justice system / People experiencing difficulties with substance use</p> <p>Those involved in the criminal justice system / People experiencing difficulties with substance use</p> <p>Disabled people (includes physical disability, learning disability, sensory impairment, long-term medical conditions, mental health problems)</p> <p>Those vulnerable to falling into poverty or are already experiencing poverty</p> <p>All</p> <p>All</p> <p>Those vulnerable to falling into poverty or are already experiencing poverty Low literacy / numeracy</p>
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<p>Trans men and women and non-binary people are negatively impacted when accessing services that are ESF funded as their criteria only recognise male and female. This can put people off wanting to access services. If these categories do not change and the commissioned services include ESF, consideration will have to be given to minimise this issue.</p>	<p>Trans men and women and non-binary people</p>
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<p><b>Environment and Sustainability including climate change emissions and impacts</b></p> <p><b>Positive</b></p> <p>If a blended model of delivery is likely to commence after covid-19, with a mixture of virtual and face-to-face client support, this will reduce the need to travel to appointments, both for staff and clients.</p> <p>Further to this, a focus on local outreach support will reduce the need for clients to travel, supporting the environmental aspects but also the financial aspect of paying for transport.</p> <p>Utilising local hubs and library spaces reduces the need for specific office space for each service. Many respondents from the co-production space highlighted the benefits of local hubs to, not only reduce the need for dedicated offices, but also to promote partnership working and linking with other peripheral services to offer a wider spectrum of support.</p> <p>The tender document that will be completed as part of the commissioning process will ask potential service providers to identify how they will accommodate sustainability.</p> <p><b>Negative</b></p> <p>It is not anticipated that there will be any negative environment and sustainability impacts on anyone engaging with the service.</p>	<p><b>Affected populations</b></p> <p>All</p>
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<p><b>Economic including socio-economic disadvantage</b></p> <p><b>Positive</b></p> <p>The aim of these locally commissioned employability services are to improve the quality of services and to ensure access, both in terms of physical location and accessibility to the service.</p> <p>There is a focus on identifying and targeting the gaps in national provision and other local provision to support those citizens who cannot access or do not want to engage with other provision.</p>	<p><b>Affected populations</b></p> <p>All</p>
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<p>Part of the specification will be to ensure that the service providers support the payment of the living wage and fair working practices. An extension of this will be to encourage employers they work with to support this too. By encouraging employers to support the fair work and the living wage, the aim is to ensure that all citizens have an income to support them to not just survive but to be able to participate fully in society.</p> <p>One positive of operating a blended model of virtual and face-to-face support is that clients will become more familiar and confident using virtual mediums to communicate. This will likely be an increased requirement for job opportunities in the future.</p> <p><b>Negative</b></p> <p>One negative is that there is a large degree of uncertainty around what the economic landscape and the labour market is going to look like after the covid-19 crisis is over. It is not possible for the Council and service providers to predict what will be required and where the most support will be required. There needs to be a degree of flexibility and a large amount of analysis as things change.</p> <p>Another negative is that there will likely be an increased demand for services that support those with literacy and numeracy problems and digital skills. There will likely be a number of clients who have been in long term employment who face a labour market without the skills required of them, even to apply for the jobs.</p> <p>Due to the current Covid-19 situation, it has been very difficult to get the viewpoints of employers in the city to see how best they feel an in-work service and an employability service could work in partnership with them.</p>	<p>All</p> <p>All but especially Those vulnerable to falling into poverty or are already experiencing poverty and Low literacy / numeracy</p>
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**9. Is any part of this policy/ service to be carried out wholly or partly by contractors and if so how will equality, human rights including children’s rights, environmental and sustainability issues be addressed?**

The whole service will be delivered by contractors or consortiums of contractors. As part of the Council’s procurement process, due regard is required to be given to all equalities and rights, environmental and sustainability impacts when undertaking work for the Council. Bidders will be required to complete a self-declared ESPD form to outline the suitability, capacity and capability of prospective suppliers.

Bidders will be asked to confirm policies are in place around the issues outlined above, however would only be asked to produce these upon being identified as the winning bidder.



**10. Consider how you will communicate information about this policy/ service change to children and young people and those affected by sensory impairment, speech impairment, low level literacy or numeracy, learning difficulties or English as a second language? Please provide a summary of the communications plan.**

Any decision on the awarding of the contracts in the Edinburgh Blended Employability Service will be made through the Council's committee structures. Once a decision has been made on awarding the contracts, the associated reports will be available for the public to view on the Council's Committee Papers Online website.

The chosen provider(s) will provide information about marketing and promotion as part of their communication plan. This will outline the services' branding, marketing materials, website, social media, outreach and joint marketing/promotion with other employability providers, as well as any other important communication information. It should also specify how this will be accessible to all clients, taking into account any disabilities or language barriers.

Information about the new services will also be communicated via the Council's customer facing website and social media channels. In the build up to its launch, the Council will work with the chosen provider(s) to promote this to customers.

The chosen provider(s) should also target Council buildings which will be used by potential customers. As a result, they will be expected to work with the Council libraries, community centres, leisure facilities and any other facilities potential customers may use to maximise exposure.

The Council will work with other employability providers in the city to promote the new service to customers via the Joined Up for Jobs network.

Any associated media for this service will be designed to be accessible and easy to understand for a range of population groups, especially our target customers.

**11. Is the policy likely to result in significant environmental effects, either positive or negative? If yes, it is likely that a [Strategic Environmental Assessment](#) (SEA) will be required and the impacts identified in the IIA should be included in this.**

No

**12. Additional Information and Evidence Required**

**If further evidence is required, please note how it will be gathered. If appropriate, mark this report as interim and submit updated final report once further evidence has been gathered.**

N/A

**13. Specific to this IIA only, what recommended actions have been, or will be, undertaken and by when? (these should be drawn from 7 – 11 above) Please complete:**

<b>Specific actions (as a result of the IIA which may include financial implications, mitigating actions and risks of cumulative impacts)</b>	<b>Who will take them forward (name and job title)</b>	<b>Deadline for progressing</b>	<b>Review date</b>
Audit the current BME employability support projects to identify if there is additional need. – UPDATE – CCP arranged a networking session with BME projects. They have also been invited to a co-production session for the re-commissioning of Third Party Grants. In addition, CCP are engaging with the BME employability network to promote their services and provide some awareness-raising for the JUFJ network.	Craig Dutton (Capital City Partnership)	30 June 2021	complete
Seek feedback from Joined up For Business in relation to the employer engagement activity within this contract. – UPDATE: Survey from Fort Kinnaird employers from Feb 2020 provides insight into employer opinions with regards employability support.	Kate Kelman (Capital City Partnership)	30 January 2021	complete
Seek more input from complex needs practitioners to ensure that this element of the service best meets the needs of clients going forward. UPDATE: feedback has now been received and information being used to write the specifications.	David Williams (Edinburgh Alcohol and Drugs Partnership)	30 January 2021	complete
If the service is to be funded under ESF, find a solution to the potential inequality around there being no options for trans or non-binary in the mandatory gender question. – UPDATE – The Scottish Government have confirmed that there isn't an option to add this in under the ESF criteria so if any of these services are funded under ESF, this problem will remain in the short term. However, going forward, the UK Shared Prosperity Fund will replace ESF and will hopefully resolve this problem.	Philip Ritchie (Business Growth and Inclusion Contracts Lead)	31 March 2022	31 March 2022
Ensure that contracts have enough leeway to adapt to the uncertainties in the aftermath of Covid-19. The contracts must allow for changes to be made at certain points to adapt to the changing economic landscape - UPDATE – This has now been addressed within the specifications and procurement process.	Philip Ritchie (Business Growth and Inclusion Contracts Lead)	30 July 2021	complete
Support analysis of digital inclusion services in the city and look at how best to promote these to the contracted services. Identify any gaps. – UPDATE – this action is being addressed	Philip Ritchie (Business Growth and Inclusion Contracts Lead)	30 Sept 2021	31 March 2022

Specific actions (as a result of the IIA which may include financial implications, mitigating actions and risks of cumulative impacts)	Who will take them forward (name and job title)	Deadline for progressing	Review date
through the ongoing work as part of the Digital Inclusion Strategy and Digital Inclusion Network. It is a fundamental aspect of the Edinburgh Poverty Commission and SMART Strategy and will be resolved by contract start date.			

**14. Are there any negative impacts in section 8 for which there are no identified mitigating actions?**

There is no immediate mitigating action around the lack of option to choose trans or non-binary as an option as part of the ESF Caselink referral form. This will be addressed when ESF is replaced by the UK Shared Prosperity Fund.

**15. How will you monitor how this proposal affects different groups, including people with protected characteristics?**

The contract will be managed by our arm's length company, Capital City Partnership, who will provide regular reports on performance. This will include the impact the service is having on targeted groups, including those with protected characteristics.

**16. Sign off by Head of Service/ NHS Project Lead**

Name 

Date 21 May 2021

**17. Publication**

Completed and signed IIAs should be sent to [strategyandbusinessplanning@edinburgh.gov.uk](mailto:strategyandbusinessplanning@edinburgh.gov.uk) to be published on the IIA directory on the Council website [www.edinburgh.gov.uk/impactassessments](http://www.edinburgh.gov.uk/impactassessments)