

## Section 4 Integrated Impact Assessment

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### Summary Report Template

Each of the numbered sections below must be completed

Interim report		Final report	x	(Tick as appropriate)
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#### 1. Title of proposal

Edinburgh Local Employability Partnership Delivery Plan 2022-2025

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

The Edinburgh Local Employability Partnership (LEP) is the forum titled 'Joined up for Jobs' to manage the Edinburgh employability landscape. Linking directly to the [Edinburgh Partnership and the Local Outcome Improvement Plan \(LOIP\) Priority 2: Access to work, learning and training opportunities](#), it provides a space to bring the collective strengths of partners together to identify shared opportunities, facilitate integration of services and align priorities, bringing added value wherever possible.

The LEP meets through the [Job Strategy Group](#). Membership is drawn from a wide range of stakeholders who are at the forefront of the employability landscape. Representation includes local authority, business, skills, further and higher education, health, third sector and national and regional bodies:

- **Core Chair:** Chief Executive Officer, Capital City Partnership LEP lead
- Head of Business Growth and Inclusion, City of Edinburgh Council
- Head of Policy and Innovation, Edinburgh Chamber of Commerce (also representing Developing Young Workforce)
- District Manager East and South-East Scotland, Department of Work and Pensions
- Vice Principal, Edinburgh College
- Employability Lead, NHS Lothian
- Regional Manager, Skills Development Scotland
- Vice Principal Careers Service, Edinburgh University
- Chief Executive Officer, Edinburgh Voluntary Organisations Council
- Programme Manager, IRES Programme, Edinburgh and South-East Scotland City Region Deal

The LEP follows the [No One Left Behind \(NOLB\)](#) principles. This builds upon our already established No Wrong Door approach to work collectively to ensure each person gets quickly to the service they require, irrespective of their entry point. It also provides a platform to respond to major strategic interventions, for example [The Edinburgh Poverty Commission](#), and discuss and consider external factors such as Covid and Brexit impacts.

Scottish Government Guidance states that No One Left Behind funding should:

1. Treat people **with Dignity and respect**, fairness and equality and continuous improvement
2. Provide a flexible and **person-centred support – aspirations for all age, needs based**
3. Is **straightforward** for people to navigate – no wrong door
4. **Integrated and aligned** with other services – building on the Scottish Approach to service design with the user at the centre
5. Providing pathways into **sustainable and fair work**
6. Driven by **evidence** including data and the experience of users
7. Support more people to move into the **right job, at the right time**

The Edinburgh LEP is a mature model, deeply embedded within a national and local framework. It has been refined and reviewed continuously since 2008 when we first introduced the Job Strategy and co-developed the Joined up for Jobs branding. Openness and transparency has been at the heart of service design, review and implementation and is deeply embedded. Our approach in Edinburgh is heavily supported by the third sector, with over 80% of No One Left Behind funding placed within our third sector infrastructure and community organisations.

Success is recognised through the deployment and achievement of funding allocated, achieving targets, outcomes and uptakes related to these, and reporting to funders and investors. Collective success is gathered around the LOIP Priority 2 larger longer-term outcomes, which include the following targets within the performance framework document that all LEP members contribute to.

- Annual improvement of the School Leaver Destination report and Participation Measurement
- 50% decrease in Universal Claimant numbers (currently 18,000) by 2023/24. Baseline is 18,000 with new 50% target of 9,000 by 2023/4
- Youth claimant count target of 50% improvement from peak baseline 3,290 to new target of 1645 by 2023/24
- 50% increase in BAME citizens to a sustained positive destination and improved job outcomes by 2024/25
- 20% improvement of the number of care-experienced young people entering education, training, or work by 2024/25
- New Edinburgh [Living Wage City Action](#) target of 100 new employer accreditations per annum. 500 by 2026. 39,500 new living wage employees by 2026

Previous IIAs have been carried out which link to this broader Local Employability Partnership IIA:

[Edinburgh Blended Employability Service](#)

[Employability Third Party Grants and No One Left Behind Phase 2 Implementation](#)

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

Throughout the commissioning of Edinburgh Blended Employability Service, the development of No One Left Behind phase 2 and the Young Person's Guarantee,

extensive co-production took place with stakeholders, service providers and citizens of Edinburgh.

Public involvement took place via surveys and focus groups, disseminated widely through the networks and service providers, as well as more broadly through peripheral services and Council-wide social media.

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.

Co-production is an ongoing process, with specific planned interventions during commissioning process and planned strategic changes. This currently includes the review of Affordable Childcare for Working Parents contracts and will shortly include No One Left Behind phase 3 and the UK Shared Prosperity Fund.

**4. Is the proposal considered strategic under the Fairer Scotland Duty?**

Yes

**5. Date of IIA**

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

<b>Name</b>	<b>Job Title</b>	<b>Date of IIA training</b>
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
Rona Hunter	Chief Executive Officer, Capital City Partnership	
Kate Kelman	Deputy Chief Executive Officer, Capital City Partnership	
Julie Coyle	Area Manager, Skills Development Scotland	
Chopsy McBurnie	Customer Service Manager, Department for Work and Pensions	
Catherine Davidson	Senior Employer and Partnership Manager, Department for Work and Pensions	
Sharon Cant	Employer Engagement Adviser, University of Edinburgh	

Jimmy O'Connell	Head of Operations & Business Support, Edinburgh Chamber of Commerce	
Mike Jeffrey	Vice Principal, Edinburgh College	

## 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 and to the environmental impacts of your proposal																																																																																																																																																																																																																																																																																
Data on populations in need	<p><a href="#">Edinburgh Partnership Community Plan 2018 - 2028</a></p> <p><a href="#">Edinburgh and South East Regional Claimant Count February 2022 Update – Capital City Partnership</a></p>	<p>The Local Outcome Improvement Plan (LOIP) has three focus priority areas:</p> <ul style="list-style-type: none"> <li>• Priority 1: Enough Money to Live On</li> <li>• <b>Priority 2: Access to Work, Learning and Training opportunities</b></li> <li>• Priority 3: A Good Place to Live</li> </ul> <p>Priority 2 states that worklessness remains the single most important predictor of poverty. 74% of households in which no adult is in work live on incomes below the poverty threshold (NOMIS Annual Population survey March 2018). However, work alone is not necessarily sufficient to prevent poverty. We will provide additional targeted services to help residents access the work, learning, and training opportunities they need to maintain a good quality of life.</p> <p><b>Table 2: Claimant Count - Scottish LAs</b></p> <table border="1"> <thead> <tr> <th></th> <th>Feb 20</th> <th>Peak Month and Count</th> <th>Jan 22</th> <th>Feb 22</th> <th>Feb to Peak</th> <th>Peak to Feb 22</th> <th>Jan 22 to Feb 22</th> </tr> </thead> <tbody> <tr><td>Aberdeen City</td><td>4,150</td><td>Feb 21 9,725</td><td>6,360</td><td>6,285</td><td>134%</td><td>-35%</td><td>-1%</td></tr> <tr><td>Aberdeenshire</td><td>2,975</td><td>Aug 20 6,675</td><td>4,120</td><td>4,120</td><td>124%</td><td>-38%</td><td>0%</td></tr> <tr><td>Angus</td><td>2,040</td><td>Aug 20 3,985</td><td>2,340</td><td>2,355</td><td>95%</td><td>-41%</td><td>1%</td></tr> <tr><td>Argyll and Bute</td><td>1,530</td><td>May 20 3,290</td><td>1,825</td><td>1,855</td><td>115%</td><td>-44%</td><td>2%</td></tr> <tr><td><b>Edinburgh</b></td><td><b>7,105</b></td><td><b>Aug 20 18,840</b></td><td><b>10,425</b></td><td><b>10,500</b></td><td><b>165%</b></td><td><b>-44%</b></td><td><b>1%</b></td></tr> <tr><td>Clackmannanshire</td><td>1,390</td><td>Aug 20 2,255</td><td>1,375</td><td>1,365</td><td>62%</td><td>-39%</td><td>-1%</td></tr> <tr><td>Dumfries and Galloway</td><td>2,950</td><td>May 20 5,115</td><td>3,170</td><td>3,155</td><td>73%</td><td>-38%</td><td>0%</td></tr> <tr><td>Dundee City</td><td>4,530</td><td>Aug 20 7,490</td><td>4,815</td><td>4,885</td><td>65%</td><td>-35%</td><td>1%</td></tr> <tr><td>East Ayrshire</td><td>3,685</td><td>Aug 20 6,280</td><td>4,030</td><td>4,010</td><td>70%</td><td>-36%</td><td>0%</td></tr> <tr><td>E. 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This indicates that more measurable differences have been recorded at this level</p>		Feb 20	Peak Month and Count	Jan 22	Feb 22	Feb to Peak	Peak to Feb 22	Jan 22 to Feb 22	Aberdeen City	4,150	Feb 21 9,725	6,360	6,285	134%	-35%	-1%	Aberdeenshire	2,975	Aug 20 6,675	4,120	4,120	124%	-38%	0%	Angus	2,040	Aug 20 3,985	2,340	2,355	95%	-41%	1%	Argyll and Bute	1,530	May 20 3,290	1,825	1,855	115%	-44%	2%	<b>Edinburgh</b>	<b>7,105</b>	<b>Aug 20 18,840</b>	<b>10,425</b>	<b>10,500</b>	<b>165%</b>	<b>-44%</b>	<b>1%</b>	Clackmannanshire	1,390	Aug 20 2,255	1,375	1,365	62%	-39%	-1%	Dumfries and Galloway	2,950	May 20 5,115	3,170	3,155	73%	-38%	0%	Dundee City	4,530	Aug 20 7,490	4,815	4,885	65%	-35%	1%	East Ayrshire	3,685	Aug 20 6,280	4,030	4,010	70%	-36%	0%	E. 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<b>Scottish Borders</b>	<b>1,860</b>	<b>Jul 20 3,835</b>	<b>2,365</b>	<b>2,340</b>	<b>106%</b>	<b>-39%</b>	<b>-1%</b>																																																																																																																																																																																																																																																																											
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South Ayrshire	2,790	Aug 20 4,960	3,105	3,100	78%	-38%	0%																																																																																																																																																																																																																																																																											
South Lanarkshire	7,015	Aug 20 13,725	8,040	8,060	96%	-41%	0%																																																																																																																																																																																																																																																																											
Stirling	1,540	Jul 20 3,125	1,620	1,655	103%	-47%	2%																																																																																																																																																																																																																																																																											
W. Dunbartonshire	2,930	Jul 20 4,865	3,135	3,165	66%	-35%	1%																																																																																																																																																																																																																																																																											
<b>West Lothian</b>	<b>3,425</b>	<b>Aug 20 7,005</b>	<b>3,725</b>	<b>3,785</b>	<b>105%</b>	<b>-46%</b>	<b>2%</b>																																																																																																																																																																																																																																																																											
<b>Scotland</b>	<b>114,605</b>	<b>Aug 20 224,840</b>	<b>136,105</b>	<b>136,895</b>	<b>96%</b>	<b>-39%</b>	<b>1%</b>																																																																																																																																																																																																																																																																											

between February 2020 and when the claimant count peaked.

**Table 3: Percentage Change in City Region Claimant Count by Age and Gender**

Date	16-24 year olds		25-49 year olds		50+ year olds	
	Male	Female	Male	Female	Male	Female
Feb 20 to Peak	130%	144%	116%	110%	99%	108%
Peak to Feb 22	-53%	-57%	-39%	-40%	-36%	-41%

Source: NOMIS 18/1/2022

Whilst the number of 16-24 and 50 and over females increased by higher level than males it has also fallen at a greater rate since the summer of 2020. This is not the case for 25-49 year olds, where the claimant count for males increased faster to the summer 2020 peak and has fallen at something similar to that of females. This is likely to leave the number of male claimants in this age group at a higher proportion to what was recorded pre-pandemic.

**Table 5: Change in Claimants by Age Across the City Region (All Gender)**

16-24 Year Olds		Edinburgh	East Lothian	Fife	Midlothian	Scottish Borders	West Lothian	City Region
Feb-20		1,065	315	1,740	325	415	735	4,595
Peak Count		3,290	795	3,555	695	885	1,570	10,770
Peak Month		Jul-20	Jul-20	Jul-20	Jul-20	Jul-20	Aug-20	Jul-20
Jan-22		1,310	325	1,710	325	405	690	4,765
Feb-22		1,350	340	1,750	320	395	735	4,895
% Change	Feb 20 to Peak	203%	152%	104%	114%	113%	114%	134%
	Peak to Feb 22	-59%	-57%	-51%	-54%	-55%	-53%	-55%
	Jan to Feb 22	3%	5%	2%	-2%	-2%	7%	3%
25-49 Year Olds		Edinburgh	East Lothian	Fife	Midlothian	Scottish Borders	West Lothian	City Region
Feb-20		4,310	1,020	4,990	865	975	1,965	14,125
Peak Count		11,715	2,100	8,775	1,865	1,960	3,940	30,195
Peak Month		Aug-20	May-20	Aug-20	May-20	May-20	Aug-20	Aug-20
Jan-22		6,565	1,255	5,680	1,030	1,305	2,275	18,110
Feb-22		6,640	1,215	5,790	1,025	1,305	2,285	18,260
% Change	Feb 20 to Peak	172%	106%	76%	116%	101%	101%	114%
	Peak to Feb 22	-43%	-42%	-34%	-45%	-33%	-42%	-40%
	Jan to Feb 22	1%	-3%	2%	0%	0%	0%	1%
50 years and over		Edinburgh	East Lothian	Fife	Midlothian	Scottish Borders	West Lothian	City Region
Feb-20		1,730	430	2,030	280	470	725	5,665
Peak Count		4,115	885	3,565	675	1,020	1,495	11,540
Peak Month		Feb-21	Feb-21	Aug-20	Feb-21	May-20	Aug-20	Feb-21
Jan-22		2,555	520	2,350	345	655	760	7,190
Feb-22		2,505	510	2,365	355	640	760	7,135
% Change	Feb 20 to Peak	138%	106%	76%	141%	117%	106%	104%
	Peak to Dec 21	-39%	-42%	-34%	-47%	-37%	-49%	-38%
	Jan to Feb 22	-2%	-2%	1%	3%	-2%	0%	-1%

Source: NOMIS 16/03/2022

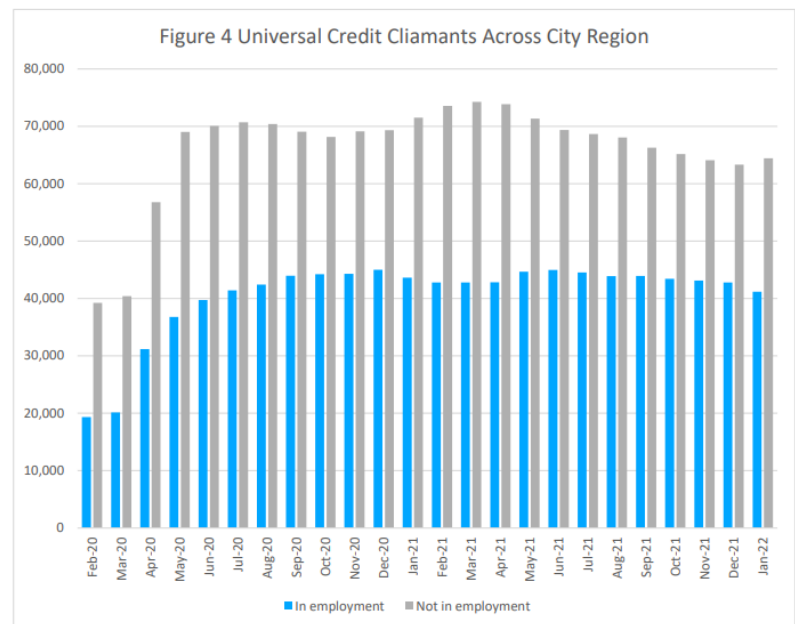
**Table 6 Edinburgh Claimant Count by Ward February 2022**

2019 electoral wards	% Change		February 2022		Proportion of Claimants		
	Feb 20- Feb 22	Jan 22- Feb 22	Male	Female	Aged 16-24	Aged 25-49	Aged 50+
Almond	23%	-3%	400	210	13%	66%	21%
City Centre	48%	-2%	505	220	12%	65%	23%
Colinton/ Fairmilehead	66%	9%	175	115	16%	55%	29%
Corstorphine/ Murrayfield	58%	0%	105	80	13%	58%	29%
Craigtoun/ Duddingston	43%	0%	495	290	11%	68%	22%
Drum Brae/ Gyle	64%	1%	225	140	12%	59%	27%
Forth	49%	5%	665	405	13%	66%	21%
Fountainbridge/ Craiglockhart	61%	2%	220	110	14%	59%	27%
Inverleith	61%	0%	215	140	13%	58%	30%
Leith	33%	0%	530	300	10%	68%	22%
Leith Walk	62%	1%	555	335	10%	66%	24%
Liberton/ Gilmerton	59%	-1%	540	315	16%	58%	26%
Morningside	60%	7%	145	95	15%	60%	27%
Pentland Hills	36%	4%	530	320	16%	62%	22%
Portobello/Craigmillar	38%	-2%	520	340	12%	65%	22%
Sighthill/ Gorgie	56%	2%	545	315	16%	63%	22%
Southside/Newington	67%	-4%	265	120	12%	57%	31%
<b>Edinburgh</b>	<b>48%</b>	<b>1%</b>	<b>6,645</b>	<b>3,855</b>	<b>13%</b>	<b>63%</b>	<b>24%</b>

Source: NOMIS 17/03/2022

### Universal Credit

Universal Credit has 2 parts - support for those that are in employment and support for those out of work. It is worth noting that UC count for those not in work will include clients who are not seeking work, primarily due to ill health, and as a result will differ from the claimant count looked at elsewhere which focuses on those looking for work.



Source: StatXplore 18/03/2022

**Table 13 Period of Claiming for In Work UC Claimants February 2022**

	Edinburgh		East Lothian		Fife		Scottish Borders		West Lothian		Midlothian		City Region	
	Nos	%	Nos	%	Nos	%	Nos	%	Nos	%	Nos	%	Nos	%
Up to 3 mths	1,204	9	252	7	1,180	10	310	10	560	10	265	9	3,774	9
3 mths to 6 mths	1,245	9	247	7	1,018	8	312	10	566	10	204	7	3,593	9
6 mths to 1 year	1,953	15	384	11	1,568	13	403	13	753	13	366	12	5,433	13
1 to 2 years	5,906	44	1,062	31	3,986	32	1,081	34	2,048	35	948	31	15,037	37
2 to 3 years	2,553	19	556	16	2,514	20	701	22	1,169	20	578	19	8,070	20
3 to 4 years	249	2	302	9	1,792	15	302	10	699	12	351	11	3,687	9
4 to 5 years	79	1	340	10	186	2	36	1	37	1	319	10	1,009	2
5 years and over	99	1	326	9	58	0	22	1	31	1	27	1	568	1

Source: StatXplore 18/3/2022

[A Just Capital Actions to End Poverty in Edinburgh](#) – Edinburgh Poverty Commission

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.

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.

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.

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.

**A decent home we can afford to live in:** 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.

**Income security that offers a real lifeline:** 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><a href="#">Citizens' Perspectives of Poverty in Edinburgh: Consequences and Solutions</a> – The Edinburgh Poverty Commission</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>Too many people in poverty in Edinburgh are not aware of, or able to access all the support to which they are entitled.</p> <p>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. This is reflected in an attainment gap that is wider and reducing more slowly than in Scotland as a whole</p> <p>Poverty is present in Edinburgh: 84% of respondents stated that there was "quite a lot" of poverty in Edinburgh. The vast majority of the remainder (14%) considered that there was "some" poverty in Edinburgh. Less than 2% thought that there was either "none" or "very little" poverty in Edinburgh.</p> <p><b>Work Doesn't Pay Enough.</b> The most common explanation provided for poverty in Edinburgh (86% of respondents) was the belief that work did not pay enough.</p> <p><b>Disability in the Household.</b> A similar proportion of respondents (83%) cited disability as a contributory factor, although this was not considered to be the main reason by many (less than 1%).</p> <p><b>Inequality.</b> Although five other factors were considered by more people to contribute to poverty in Edinburgh, inequality was the reason that was considered to be the main reason by most people (27% considered inequalities to be the main reason for poverty in Edinburgh, while 73% considered it to be a contributory factor).</p> <p>Other contributory factors were identified by the majority, including:</p> <p><b>Alcoholism, drug abuse or other addictions</b> (79%). Interestingly, only 4% considered this to be the main cause</p>
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		<p>of poverty in Edinburgh – this stands in sharp contrast to prevailing attitudes in Scotland/UK, in which this is considered to be the most important single reason for poverty.</p> <p><b>Inadequacy of social benefits.</b> Social benefits not paying enough (69%) and ‘lack of entitlement to social benefits and not being able to work’ (65%). Cannot access affordable housing (79%).</p> <p><b>Structural problems.</b> In addition to inequalities, discrimination was identified by the majority as a reason (61%).</p> <p>Other clusters of reasons were found to have dimensions with majority support and others with minority support:</p> <ul style="list-style-type: none"> <li>• Family matters. Family break-up or loss of a family member (76%), generational pattern (40%), and too many children in the family (19%)</li> <li>• Other work-related reasons. Adults being out of work for a long time (64%), adults not wanting to work (29%), and adults not working enough hours (26%).</li> <li>• Geographical factors were ‘only’ supported by a (not-insignificant) minority. Living in a poor-quality area (41%).</li> </ul> <p>Local issues: The open-ended responses that amplified the responses to fixed response questions highlighted that there are a number of issues that might be considered to be particularly important in the local context of Edinburgh. Of note were the following:</p> <ul style="list-style-type: none"> <li>• High cost of living in Edinburgh.</li> <li>• Concern with the lack of affordable housing.</li> <li>• Sense that the city functions for the benefit of elites, visitors and shorter-term residents.</li> <li>• City divided between core and periphery.</li> <li>• National government is failing, but the City of Edinburgh Council still has some responsibility for tackling poverty in the city.</li> <li>• Work must be rewarded with adequate pay.</li> <li>• There are many examples of positive local action.</li> <li>• There is a strong commitment to make Edinburgh a better city.</li> <li>• Action needs to be more collaborative and better co-ordinated.</li> <li>• People with experience of poverty need to be involved in decision-making (not only listened to).</li> </ul>
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	<p><a href="#">Edinburgh Economy Strategy</a> – the City of Edinburgh Council</p> <p>Draft Edinburgh Local Employability Partnership Delivery Plan 2022-2025</p>	<ul style="list-style-type: none"> <li>• Alongside high unemployment, Edinburgh businesses are also experiencing significant challenges in recruiting to key roles and filling much needed vacancies in some sectors.</li> <li>• Monthly vacancy levels in Edinburgh and Lothians were up over 50% on pre-pandemic levels by Autumn 2021, compared to a 30% increase across Scotland</li> <li>• 25% of businesses across Scotland were recruiting for roles in Autumn 2021, with 40% reporting that vacancies were more difficult to fill than normal for the time of year, putting upward pressure on wage costs</li> <li>• Recruitment challenges are highest in key sectors for Edinburgh such as hospitality, arts and culture, and transport</li> <li>• difficulties include a lack of suitable applicants, increased demand from competing sectors, applicants wage expectations, and loss of EU national workers.</li> <li>• Pre Covid the majority (65%) of people in poverty in Edinburgh were in working household</li> <li>• Around one in ten (9%) of all jobs were casual, temporary or noncontract</li> <li>• In a survey of citizens ‘work does not pay enough’ was the single factor most commonly raised as a cause of poverty in Edinburgh – cited by 83% of all respondents</li> <li>• 27% of Edinburgh jobs do not provide workers with ‘satisfactory’ pay, contracts, or hours</li> <li>• Approximately 37,000 Edinburgh workers are paid less than the current threshold set by the Living Wage Foundation.</li> </ul> <p><b>Client Priority Groups and Needs</b></p> <p>Through considerable client engagement, service mapping, interrogation of data and alignment with co-production and co-design, the LEP is able to clearly understand and demonstrate the needs of priority groups.</p> <p>Priorities that require a larger effort or resource are also flagged, tracked and monitored within the Edinburgh Partnership LOIP for longer term approaches with support from the LEP. Current priorities are:</p> <ul style="list-style-type: none"> <li>• <i>Support the depth and breadth of work under the refreshed ‘Edinburgh Guarantee for All’ (EGFA), with ambassador support and stakeholder commitments.</i></li> <li>• <i>Improve support and outcomes of Care Experienced young people to be able to access work, learning, and training pathways</i></li> <li>• <i>Improve outcomes for BAME citizens, including better access to employment through leadership, senior visibility, and positive role models</i></li> <li>• <i>Develop improved coordination of support for prison leavers, bringing together services for a more joined up approach with clearer pathways</i></li> </ul>
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The full current stakeholder network under the LEP is



Current provision with delivery partners:

**People from black and minority ethnic communities**

In Edinburgh 37% families within the minority ethnic community live in relative poverty; 16% of employability clients are non-white but only 12% of the outcomes were achieved by non-white people. (Capital City Partnership, CHAI, Children 1<sup>st</sup>, Prespect, LinkNet)

**People with a disability or long-term health condition**

There are currently 35.5 percentage points between the overall employment rate and that for disabled adults. The Supported employment model is the most effective method of helping disabled people into sustainable paid work. (Enable, Forth Sector, Intowork, The Action Group)

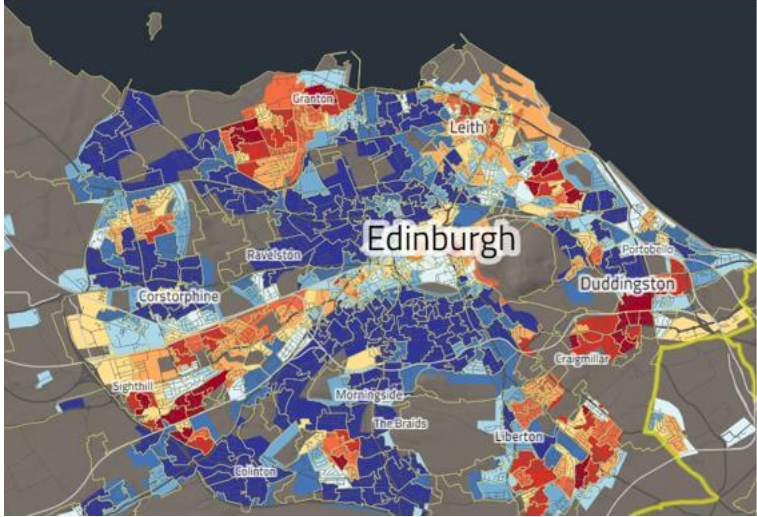
**People affected by Covid who want to reskill and change careers**

From the adult participation survey, over a third of adults (34%) are looking to change job or career in the next two years. However, two thirds (69%) of the people say they need to develop their skills to do so. (Capital City Partnership, Skills Development Scotland)

**Skills Centre delivery matching local employers with candidates**

Employers in key sectors (retail and hospitality) with skills shortages require a focussed skills package..(Capital City Partnership)

		<p><b>People with specific barriers to employment</b> Co-production with citizens shows there is a need for ‘niche’ provision around specific barriers/geographies/age groups. (Capital City Partnership and third sector Joined up for Jobs partners)</p> <p><b>Young people who leave school without a positive destination or who are unemployed up to age 25</b> Following the pandemic and rise in youth unemployment Edinburgh still has a significant number of young people who are not in positive destinations. (Capital City Partnership’s YPG team, third sector Joined up for Jobs partners, Activity Agreement hubs, DYW)</p> <p><b>People requiring training to skill or reskill for specific growth sectors</b> Employer-led programme of training, equipping those in low-income employment and unemployed to access work. (Capital City Partnership, commissioned training providers)</p> <p><b>People who live in areas of deprivation who require additional support to access employment, training and education</b> A 20-minute neighbourhood approach to employability support, embedded with other locality service. (Community Renewal, Dunedin Canmore HA)</p> <p><b>People who have complex barriers to work (drugs, alcohol, criminal justice and homelessness).</b> Those with a history of complex barriers to work benefit from a holistic, structured support to progression. (Access to Industry)</p>
Data on service uptake/access	Yes	<p>The Helix management information system has replaced Caselink as the system used for all of the employability programmes commissioned through Business Growth and Inclusion. This measures client data, including gender, age, barriers faced, dependents, progressions and outcomes etc.</p> <p>Reports are drawn off regularly to analyse data and trends across the network. This all feeds into strategic developments and discussed as part of all commissioning processes.</p> <p>Quarterly reports (qualitative and quantitative) are a funding requirement of all funded services.</p>
Data on socio-economic disadvantage e.g. low income, low wealth, material deprivation,	Yes	<p>Data analysis is used consistently by the LEP to understand the needs of each locality and ward and ensure they are responding adequately. The <a href="#">Scottish Index of Multiple Deprivation</a> is utilised, along with national and local statistical information to map against ward intelligence to adjust and inform strategic provision of services.</p>

<p>area deprivation.</p>		 <p>The areas of highest deprivation (10%) are:</p> <ul style="list-style-type: none"> <li>• Muirhouse</li> <li>• Granton, Royston Mains and Wardieburn</li> <li>• Restalrig and Lochend</li> <li>• Niddrie, Bingham, Magdalene and The Christians</li> <li>• Craigmillar</li> <li>• Moredun and Craigour</li> <li>• Hyvots and Gilmerton</li> <li>• Oxgangs</li> <li>• Clovenstone, Murrayburn and Wester Hailes</li> <li>• The Calders</li> </ul> <p>The Local Employability Partnership draws on local intelligence to inform understanding of the labour markets, with support from Skills Development Scotland as a critical partner for insights.</p> <p>Capital City Partnership, on behalf of the LEP, use NOMIS claimant count figures to produce a monthly claimant count insight for our networks, tracking labour market trends. These are discussed and analysed as part of the Job Strategy Group meetings and are publicised on the Joined Up For Jobs website.</p>
<p>Data on equality outcomes</p>	<p>Yes</p>	<p>See above</p>
<p>Research/literature evidence</p>	<p>Yes</p>	<p>See Above.</p> <p>The LEP partners regularly feed in relevant research and reports to help with strategic decision making. In addition to this, Capital City Partnership produce insight papers and a monthly labour market analysis report to brief the partnership.</p>

		<p>During all City of Edinburgh Council Business Growth and Inclusion commissioning processes, a paper containing economic and employability data is prepared and updated to inform the review. This pulls 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>• Skills Development Scotland</li> <li>• Edinburgh Poverty Commission,</li> <li>• Caselink/Helix reports,</li> <li>• Data sources (Nomis and Stat-Xplore),</li> <li>• Capital City Partnership,</li> <li>• One Parent Families Scotland and many more.</li> </ul>
Public/patient/client experience information	Yes	<p>Co-Production with service users and service providers is carried out during all commissioning processes.</p> <p>During the commissioning of <b>Edinburgh Blended Employability Services</b>, 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> <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> <p>During the recent commissioning of <b>No One Left Behind phase 2</b>, co-production highlighted the main requirements for a future service are that they are supportive, personalised and that they take into account wider issues, include health and wellbeing, welfare rights and confidence building.</p> <p>Emerging Themes from Service Providers:</p>

		<ul style="list-style-type: none"> <li>• Mix of all stages of the pipeline</li> <li>• should be aligned with occupational growth sectors where there are workforce gaps,</li> <li>• services provided should follow the No One Left Behind ethos and offer holistic, person centred and local targeted employability services,</li> <li>• specific target groups that may need additional support from these employability services include; care experienced, young parents, young carers, disabled people, members of the BAME community, those aged 50+, school leavers and those requiring mental health support,</li> <li>• consideration needs to be given to continued access to benefits, Education Maintenance Allowance or a training allowance for those participating in these employability programmes.</li> </ul> <p>Emerging Themes from Clients:</p> <ul style="list-style-type: none"> <li>• One-to-one support and groupwork</li> <li>• Meeting in local community</li> <li>• Mix of virtual meetings and face to face</li> <li>• Being able to “meet” regularly</li> <li>• Support with interviews/ CVs/ applying for jobs</li> <li>• Wider support, not just how to get a job</li> <li>• Most popular answer about what help they required was CVs and Job Search with 67%</li> <li>• 55% need careers advice</li> <li>• 51% need work experience and help with work-related skills</li> <li>• 48% need help with confidence and how they’re feeling.</li> <li>• 40% need help with training</li> <li>• 36% need help with English language</li> <li>• 27% need help with digital skills</li> </ul> <p>Capital City Partnership, as contract managers for the Council’s Business Growth and Inclusion commissioned services, carries out an annual survey of clients to assess their satisfaction with the services provided. The 2020/21 recorded over 90% satisfaction. Individual projects carry out evaluations of projects and these are published to encourage best practice.</p>
Evidence of inclusive engagement of people who use the service and involvement findings	Yes	<p>Capital City Partnership, as contract managers for the Council’s Business Growth and Inclusion commissioned services, carries out an annual survey of clients to assess their satisfaction with the services provided. The 2020/21 recorded over 90% satisfaction. Individual projects carry out evaluations of projects and these are published to encourage best practice.</p> <p>Funded organisations are also required to ensure clients are involved in ongoing service design.</p>



Evidence of unmet need		See above
Good practice guidelines	<p>Council Consultation Policy</p> <p><a href="#">Policy Improvement Service</a> –</p> <p><a href="#">Joined Up For Jobs Customer Charter</a></p>	<p>Consultation for this Strategy was undertaken in line with the City of Edinburgh Council’s Consultation Policy.</p> <p>The strategy has been developed in alignment with the Economic Development Improvement Guide provided by the Improvement Service</p> <p>Since 2009, Joined Up For Jobs providers have been expected to sign up and enact the principles of our Joined up for Jobs Customer Charter. The Joined Up for Jobs Customer Charter Award encourages providers to share best practice and work together to ensure the needs of all stakeholders are met and to a standard befitting Scotland’s capital city.</p> <p>The number and type of services in Edinburgh changes each year and as such, it is important that all services have a quality mark they should aim to achieve. The Customer Charter ensures customers across all providers receive a good quality service, be that for those requiring short interventions to find work or longer-term support to remove barrier and progress along the Strategic Skills Pipeline.</p> <p>The Charter is built on six key principles, which all providers are expected to consider when delivering their service to customers:</p> <ul style="list-style-type: none"> <li>• Accessibility</li> <li>• Being Customer Focused</li> <li>• Maintaining Partnerships</li> <li>• Employer Engagement</li> <li>• Privacy</li> <li>• Fair Work</li> </ul> <p><b>Other relevant national strategies:</b></p> <p>No One Left Behind (Scottish Government) - Community Planning partners need to ensure that local employability provision incorporates key objectives and support in the areas of Health, Justice and Housing specifically tailored to meet the needs of local communities.</p> <p>Community Empowerment (Scotland) Act 2015 - empowers community bodies and gives communities an increased say in how public services are to be planned, delivered and improved.</p> <p>Fairer Scotland Duty – public bodies to actively consider how they can reduce inequalities of outcome when making strategic decisions. Community participation is seen as a key part of this process.</p>

		<p>National Standards for Community Engagement – good practice principles designed to support and inform the process of community engagement and improve what happens as a result.</p> <p>Fair Work Best Practice Guidance on Addressing Fair Work Practices - practical guidance to help public bodies and suppliers think about how to develop and adapt their approach to Fair Work practices.</p>
Carbon emissions generated/reduced data	<a href="#">20 Minute Neighbourhood</a>	<p>A recent focus, and also a priority highlighted in the Edinburgh Poverty Commission, is the need for services to be commissioned through a place lens and structured around accessibility, known as a commitment to a <u>20-minute neighbourhood model</u>.</p> <p>The Local Employability Partnership has acknowledged this approach through all services, with a focus on making sure offers are in:</p> <ul style="list-style-type: none"> <li>• well-connected local places</li> <li>• builds new models of shared service delivery with partners including key role of the voluntary sector</li> <li>• delivers synergies between services and 'serendipity' of finding out more from one visit</li> <li>• takes our best assets and delivers more services from them, creating more fit for purpose, sustainable assets</li> <li>• creates a strategic approach to the location of our services rather than the existing organic way buildings have grown up over the last century</li> <li>• all key to supporting a growing city in a sustainable manner</li> </ul>
Environmental data		Not applicable
Risk from cumulative impacts		Not applicable
Other (please specify)		
Additional evidence required		

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

<b>Equality, Health and Wellbeing and Human Rights</b>	<b>Affected populations</b>
<b>Positive</b>	All

Edinburgh has a well-established and mature delivery landscape, comprising mostly of third sector provision and some social enterprises. We commission after an extended period of engagement underpinned by co-design and co-production to the [Scottish Approach to Service Design](#) standards. This also involves service user involvement, with Citizens Panels established around key areas, including recompense for the time and expertise service users bring. Services commissioned are overseen by Steering Groups to make the best use of investment and draw upon wider resources when required and to help identify co-commissioning opportunities.

No One Left Behind places people at the centre of service delivery and services will be targeted at people with protected characteristics as defined by the Equality Act (Scotland) 2010 and those with certain life experiences who are significantly more likely to struggle to improve their employability and successfully gain and sustain employment.

These characteristics and life experiences often interact with each other (also known as intersectionality) meaning that people are often affected by more than one issue at a time which can have a cumulative impact on person's journey to work.

People have to be able to find the service and be able to access it regardless of their circumstances. We aim for referral routes to be as seamless as possible.

Our aim is that Local Employability Services will be designed and delivered in line with the principles set out in the Scottish Approach to Service Design. Using a [5 Stage Employability Pipeline](#) approach as set out below.

Each person can progress through the stages, reassured there will be a service tailored to their needs and with a No Wrong Door approach.

We have developed a new region wide management information system, Helix, to capture all client data and record progressions and outcomes, this is linked to the on-going development of the Shared Measurement Framework.

Most of our service requirements will be co-design and co-produced by stakeholders and the third sector, with 80% of our provision delivered by third sector agencies.

We have adopted a blended employability approach, with an integrated combination of large contracts, NEST grants and vocational training, and niche wrap around provision with a trial and test innovation element.

The shift from national services to local services allows it to be more focused on the needs of citizens at a local level and to focus on those in most need. The 20 Minute Neighbourhood agenda will be key to building stronger communities and support the innovation at a local level and support local services.

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. Part of the specification for Edinburgh Blended Employability Service was to integrate an in-house welfare rights adviser to best support clients' needs.

Those who are homeless, at risk of homelessness, those involved in the criminal justice system and those with a history of substance 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.

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.

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.

On-going co-production with clients is 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.

Commissioned services are also entirely voluntary and clients are not obligated to participate where they do not wish to do so. Targets and outcomes must ensure clients do not feel pushed into outcomes or do not get supported because they may require longer term support.

Integration with other employability services and related non-employability services will be a key element of the future services. These services are targeted to support clients who have interlinked support requirements.

English as a second language is a significant barrier in Edinburgh for those seeking employment. Therefore, an increased focus on encouraging participation from BME projects has already begun. Projects have been engaged with in the past few months to increase representation. Employability networks, through partnerships, have now been able to provide support to those who have been under-represented previously.

As part of the Local Outcome Improvement Plan, a BAME Citizens' Panel was created to ensure that their voices were heard and could feed into strategic developments. This is supporting the goal to increase participation and representation of this client group in Edinburgh.

The Youth Employment Partnership has started to invite external organisations to meetings to upskill the partnership and inform them of wider work being carried out. This has recently included the Jack Kane centre informing the partnership about their mental health initiatives.

The creation of the End Poverty in Edinburgh Network of Networks allows all interested organisations to come together to be informed about relevant topics and to discuss routes forward to support Edinburgh residents out of poverty.

As part of the Local Outcome Improvement Plan, the Community Safety Partnership are developing improved coordination of support for prison leavers, bringing

<p>together services for a more joined up approach with clearer pathways to support individuals.</p> <p>The Edinburgh Blended Employability Services have an integrated support offer for the LGBTQ+ community to ensure the service is inclusive and supporting individual's needs.</p> <p><b>Negative</b></p> <p>There has been a large increase in the prevalence of mental health issues in recent years, largely due to Covid-19. Staff in commissioned services need to have a good understanding of these issues and the best way to support clients, including where to direct them for additional support.</p>	
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<p><b>Environment and Sustainability including climate change emissions and impacts</b></p> <p><b>Positive</b></p> <p>Following Covid-19, many organisations are now operating with a blended model of delivery, 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><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>
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<p><b>Economic</b></p>	<p><b>Affected populations</b></p>
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<p><b>Positive</b></p> <p>The aim of LEP 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>Commissioning of services ask service providers to support the payment of the living wage and fair working practices and to encourage employers they work with to support this too. By encouraging employers to support the fair work agenda 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>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>The move from national to local funding of services means that the national promotional campaigns to advertise these services will be lost. Therefore, citizens and service providers might find it tougher to navigate local services.</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?**

All commissioned services are 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. For larger contracted services, bidders are required to complete a self-declared ESPD form to outline the suitability, capacity and capability of prospective suppliers.

Bidders are 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.

All of the NEST grants and the Vocational Training Framework will be delivered by external providers. As part of the Council's grants 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 asked to confirm that policies are in place to support all areas outlined above.

**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.**

Communication for all new services and major service changes follow similar processes:

Once a decision is made on awarding contracts or grants, the associated reports are available for the public to view on the Council's Committee Papers Online website.

The chosen provider(s) provide information about marketing and promotion as part of their communication plan. This outlines 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 new services is also communicated via the Council's customer facing website and social media channels. In the build up to its launch, the Council work with the chosen provider(s) to promote this to customers.

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

The Council work the Local Employability Partnership and 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 services is designed to be accessible and easy to understand for a range of population groups, especially our target customers.



**11. Is the plan, programme, strategy or 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. See section 2.10 in the Guidance for further information.

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>
Identify any gaps in digital inclusion services – this action is being addressed through the ongoing work of the Digital Inclusion Strategy and Digital Inclusion Network. It is a fundamental aspect of the Edinburgh Poverty Commission and SMART Strategy.	Philip Ritchie (Business Growth and Inclusion Contract and Programme Manager)	Ongoing	Ongoing
Ensure that contracts have enough leeway to adapt to the uncertainties in the aftermath of Covid-19. Contracts must allow for changes to be made at certain points to adapt to the changing economic landscape – This has now been addressed within the specifications and procurement process.	Philip Ritchie (Business Growth and Inclusion Contracts Lead)	30 July 2021	complete
To ensure clients and service providers have a strong awareness of local services available and can navigate these, an emphasis on branding under the Edinburgh Guarantee is important to make sure that all the services are	Katie Weavers Craig Dutton	1 April 2022	completed

recognisable across the city. This will also involve clear service descriptions and target groups on the Joined Up For Jobs website.			
An increase in training for the Joined Up for Jobs network to ensure understanding of all priority groups and their needs, especially those with mental health and wellbeing support needs.	Rona Hunter Kate Kelman	ongoing	ongoing

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

No

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

Contracts and grants are managed by the Council's arm's length company, Capital City Partnership, who 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**

**Name: Nicky Brown**

**Date: 29 June 2022**

**17. Publication**

Completed and signed IIAs should be sent to:

[integratedimpactassessments@edinburgh.gov.uk](mailto:integratedimpactassessments@edinburgh.gov.uk) to be published on the Council website [www.edinburgh.gov.uk/impactassessments](http://www.edinburgh.gov.uk/impactassessments)

**Edinburgh Integration Joint Board/Health and Social Care**

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