

Integrated Impact Assessment – Summary Report

Each of the numbered sections below must be completed
Please state if the IIA is interim or final: **Final**

1. Title of proposal

Tackling Child Poverty – Parental Employability Support 2023/24

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

Parental Employability Support (PES) funding is provided by the Scottish Government under the Tackling Child Poverty strategy and is intended to complement the No One Left Behind strategy, (NOLB) by specifically delivering services to support parents into, and to progress in, employment.

The client groups who are eligible to benefit from PES are:

- Lone Parents who are unemployed or experiencing in work poverty;
- Parents with a disability or families who are unemployed or experiencing in work poverty and have a disabled child;
- Parents who are unemployed or experiencing in work poverty and have 3 or more children;
- Parents from a minority ethnic background who are unemployed or experiencing in work poverty;
- Parents who are unemployed or experiencing in work poverty and have a youngest child.

Delivery in Edinburgh has so far taken place through various projects that were awarded following competitive grants processes. For 2023/24, the Scottish Government have increased the allocation of funding for PES and, through discussions with the Local Employability Partnership and with agreement from Housing, Homelessness and Fair Work Committee, a programme of activity was developed. The short timescales for the planning process meant that an outline of activity was required to be produced before a new IIA could be carried out but intelligence from previous commissioning processes as utilised.

An IIA is now being carried out to inform the detail of delivery for 2023/24 to ensure it best supports parents from the priority groups.

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

The Council has consulted with key stakeholders (such as the Local Employability Partnership, the Joined Up for Jobs Forum, JUfF Network, the Affordable Childcare Review Steering Group, Edinburgh's Income Maximisation and Poverty Group, the local Child Poverty Action Group, Intensive Family Support Service providers and current PES providers) to identify gaps in current provision and additional delivery activities which can be put in place to meet the funding requirements.

In addition, as part of the recent affordable childcare review, parents were consulted to identify the support required to help them sustain or gain employment. A workshop was also held with stakeholders attending the Holistic Whole Family Support Conference. This information was used to inform the PES strategy.

Over 400 parents completed a survey as part of the review. The survey was disseminated through:

- The Joined Up For Jobs network
- The City of Edinburgh Council Twitter account
- The EVOC Children’s network
- The LAYC network, (including 30 out of school care clubs within the network, majority in Edinburgh but also covering East, West and Midlothian)
- The Out of School Care in Edinburgh managers
- The current contracted childcare providers
- The Parental Employability Support Fund projects
- To all Early Years settings in Edinburgh

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

Yes

5. Date of IIA

17 July 2023

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)

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
Kate Kelman	Deputy Chief Executive Officer, Capital City Partnership	
Stacey Cuthbertson	Contracts and Grants Manager, Capital City Partnership	

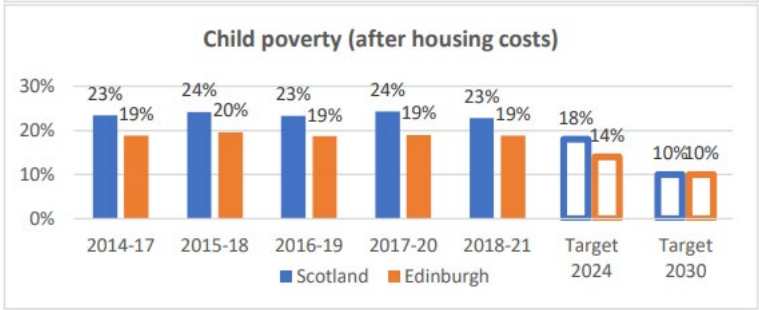
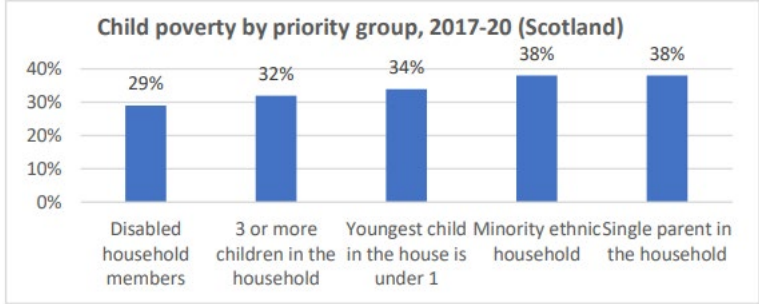
7. Evidence available at the time of the IIA

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	Best Start, Bright Futures Tackling Child Poverty Delivery Plan 2022-2026 Annex 7: Equality Impact Assessment – Scottish Government	<p>Poverty affects a wide range of families with a variety of protected characteristics. However, almost 90% of all children in poverty in Scotland live within the six priority family types: lone parent families, minority ethnic families, families with a disabled member, families with a child under one, families with a young mother (<25) and larger families (3+ children).</p> <p>These priority family types each relate to one or more protected characteristics. The most recent evidence suggests that the priority groups identified in the first plan continue to experience poverty at a higher rate than the rest of the population.</p> <p>It is important to note there is significant intersectionality within these groups. For example, among children in relative poverty:</p> <ul style="list-style-type: none"> • 40% of children in lone parent families also have a disabled family member; • Over half (54%) of children in a family with a younger mother are also in a lone parent family and • Half (50%) of children in families with three or more children are also in a family in which someone is disabled. <p>Families with experience of multiple disadvantage are often among those deepest in poverty and experience most barriers and challenges to get out of poverty. Most of these families are also likely to fall into at least one of our priority groups. Therefore, it is important that policies are mindful of the intersectionality, specific support needs and multiple barriers people can face.</p> <p>Sex In 2017-20, the relative poverty rate after housing costs was higher for single women with children (38%) than for other single working-age adults.</p> <p>These inequalities are further exacerbated for households with only one adult/lone parents, where caring responsibilities can be particularly difficult to manage. Lone parents are at greater risk of poverty, are more likely to live in areas of deprivation and spend more of their income on basic living costs.</p> <p>Women are twice as dependent on social security as men. Lone parents, the majority of whom are woman, may experience higher levels of anxiety and uncertainty when looking to claim benefits and evidence suggests they can be disproportionately impacted by cuts, freezes, benefit caps and limits.</p> <p>Age Young mothers are less likely to be in paid work and young people in general are also more likely to earn less than the real living wage.</p>

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		<p>Parents aged over 50 face employment barriers including ageism, exclusion and lack of willingness to recognise the skills and experience they may have.</p> <p>For young mothers under 20, 17% had a qualification at Higher Grade or above compared with 50% early twenties and 80% 25 or older.</p> <p>Disability Around a third of all families in Scotland include at least one disabled member and we know that families with a disabled member are more likely to be in poverty.</p> <p>Disabled parents are less likely to be employed compared to non-disabled parents and those who are in employment tend to work fewer hours, particularly disabled mothers.</p> <p>Disabled people face a number of barriers to employment, including health needs and caring responsibilities, lack of affordable childcare, transport, inaccessible job adverts and application processes, workplace discrimination, lack of flexible working and inadequate support. While recognising these barriers mean that employment is not a realistic option for some, many disabled people would like to be in employment.</p> <p>Race and Ethnicity Minority ethnic families are most at risk of child poverty (38% of children in minority ethnic families were in relative poverty in 2017-20 compared to 24% of all children in Scotland) and families from some minority ethnic groups are more likely to have three or more children, putting them at higher risk of child poverty.</p> <p>Evidence suggests there are particular barriers faced by minority ethnic communities, such as lack of awareness regarding the benefits available to them, difficulty accessing services or interacting with them – for example due to cultural or language barriers, where English might not be spoken or well understood, but also due to continued structural barriers that are compounded by discrimination and racism faced by minority ethnic people, which can cause trust issues</p> <p>As minority ethnic families tend to be larger, they may be disproportionately penalised by the two-child limit that applies to UK Governments Universal Credit and Child Tax Credit. Such policies enable and embed inequalities experienced by these communities.</p>

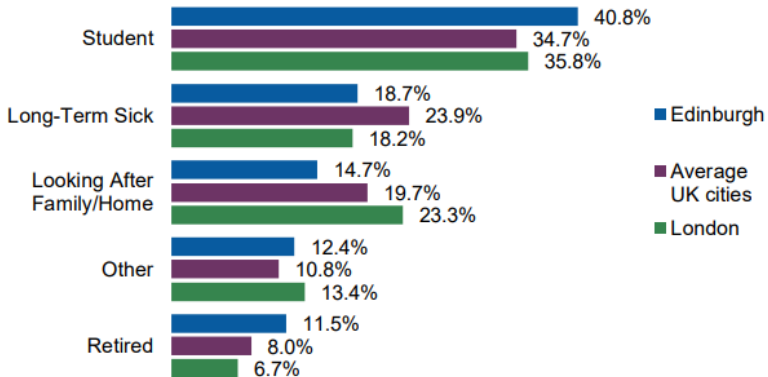
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	Best Start, Bright Futures: Tackling Child Poverty Delivery Plan 2022-2026 - Scottish Government	<p>The interim targets below must be met during the life of this plan, with final targets to be met by 2030 - aligning with the timescales for Scotland to Keep the Promise:</p> <ul style="list-style-type: none"> • Fewer than 18% of children living in families in relative poverty in 2023-24, reducing to fewer than 10% by 2030. • Fewer than 14% of children living in families in absolute poverty in 2023-24, reducing to fewer than 5% by 2030. • Fewer than 8% of children living in families living in combined low income and material deprivation in 2023-24, reducing to fewer than 5% by 2030. • Fewer than 8% of children living in families in persistent poverty in 2023-24, reducing to fewer than 5% by 2030. <p>Figure 1: Priority families children in relative poverty:</p> <table border="1"> <caption>Data for Figure 1: Priority families children in relative poverty</caption> <thead> <tr> <th>Group</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Lone Parents</td> <td>38%</td> </tr> <tr> <td>Disabled</td> <td>29%</td> </tr> <tr> <td>3+ Children</td> <td>32%</td> </tr> <tr> <td>Minority Ethnic</td> <td>38%</td> </tr> <tr> <td>Youngest Child Aged <1</td> <td>34%</td> </tr> <tr> <td>Mothers Aged <25</td> <td>55%</td> </tr> </tbody> </table> <p>The consultation highlighted the desire for more holistic family support services, bringing together financial, practical and emotional support in one place, which ensure families receive the right support at the right time.</p> <p>Currently too many families are locked in working poverty and unable to progress in the labour market, whilst others are unable to access the labour market at all due to structural barriers.</p> <p>Part A: strengthened employment offer to parents</p> <ul style="list-style-type: none"> • Developing a new offer to parents providing access to holistic support through a dedicated employability keyworker with local employability partnerships providing access to upskilling and supported opportunities 	Group	Percentage	Lone Parents	38%	Disabled	29%	3+ Children	32%	Minority Ethnic	38%	Youngest Child Aged <1	34%	Mothers Aged <25	55%
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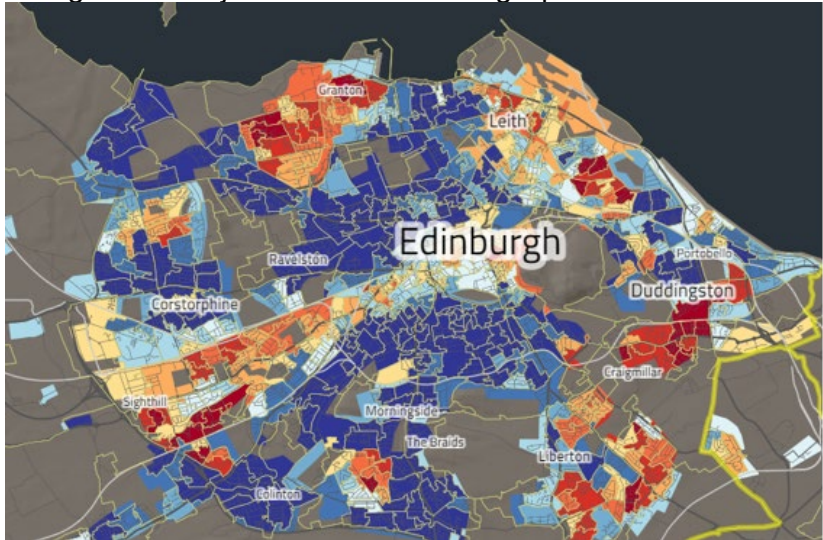
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	<p>End Poverty in Edinburgh Annual Report – the City of Edinburgh Council</p>	<ul style="list-style-type: none"> • Making child poverty a central pillar of our Lifetime Skills Offer, with enhanced support for the priority groups • Working to further develop our funded offers for early learning and childcare for children aged one and two, starting with low-income households within this Parliament • Building a system of school age childcare, offering care before and after school, and during the holidays, by the end of this Parliament <p>Part B: Connectivity and Childcare The Scottish Government recognise that for parents to take advantage of the wider support available, and to engage in training, learning and employment, it is essential that the right infrastructure is in place to support them. This includes high quality affordable and accessible childcare that meets the needs of both children and their carers.</p> <p>Latest data shows an estimated 79,000 (15%) people in Edinburgh were living on incomes below the poverty threshold in 2021, including 15,000 (19%) children.</p> <p>Data for 2022 are not yet published. Analysis points towards a likely significant increase in severe poverty and hardship as a result of rising living costs and falling real incomes among poorer families across the UK throughout 2023-24. In particular, data show that:</p> <ul style="list-style-type: none"> • Inflation for all households in the UK reached over 10% in 2022. For poorer households, whose consumption is more heavily weighted towards high inflation items, inflation rates of as high as 15% were estimated in autumn 2022 • During 2022, rising costs of food and energy have led 73% of low income families in Scotland to go without essentials such as food or heat • Resolution Foundation projections estimate that average incomes for poorer families are likely to drop by 10% in real terms in the next few years, representing the worst two year drop in real average household incomes in the UK since 1961. <p>Edinburgh's labour market is very tight, with high employment and low unemployment. But work is not always enough to keep people out of poverty - 13,900 people in Edinburgh are in employment but still reliant on Universal Credit.</p> <p>“The Poverty Threshold” The most commonly used poverty indicator in Scotland is relative poverty after housing costs. For this measure, people are considered ‘in poverty’ if their equivalised net disposable household income is below 60 percent of the UK median after housing costs.</p>

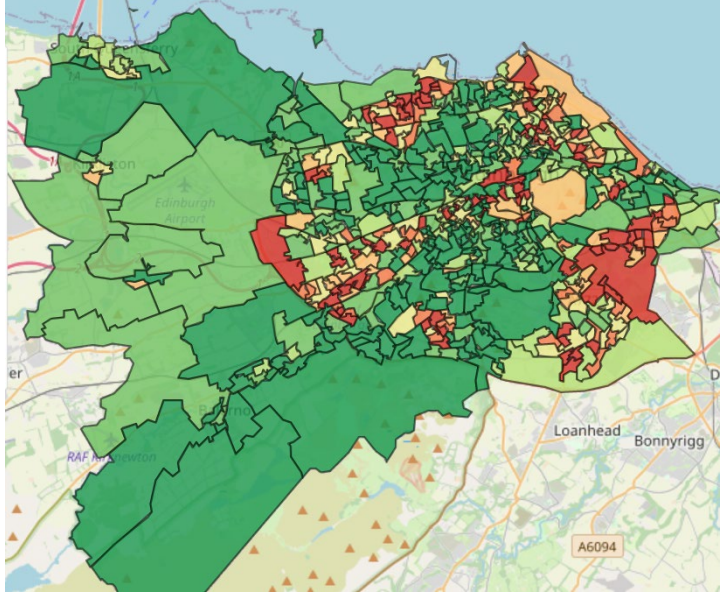
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		<p>In Scotland this means that a couple with 2 children are considered to be in poverty if their income falls below £450 per week, or £161 per week for a single person with no children.</p>  <table border="1"> <caption>Child poverty (after housing costs)</caption> <thead> <tr> <th>Year</th> <th>Scotland (%)</th> <th>Edinburgh (%)</th> </tr> </thead> <tbody> <tr> <td>2014-17</td> <td>23%</td> <td>19%</td> </tr> <tr> <td>2015-18</td> <td>24%</td> <td>20%</td> </tr> <tr> <td>2016-19</td> <td>23%</td> <td>19%</td> </tr> <tr> <td>2017-20</td> <td>24%</td> <td>19%</td> </tr> <tr> <td>2018-21</td> <td>23%</td> <td>19%</td> </tr> <tr> <td>Target 2024</td> <td>18%</td> <td>14%</td> </tr> <tr> <td>Target 2030</td> <td>10%</td> <td>10%</td> </tr> </tbody> </table> <p>families in priority groups are most at risk of increasingly severe poverty during the current crisis:</p> <ul style="list-style-type: none"> • More than 80% of all children in poverty come from households in Scottish Government identified priority groups • Such families are at a far higher risk of poverty than the population at large – with poverty rates as much as double the average for all household types • 55% of all disabled adults in the UK, and 69% of Black or Black British Adults report finding it difficult to pay their energy bills in September 2022 • Reports suggest such families are overall less likely than even average low income families to have access to resources – such as savings, family and friends, ability to work extra hours – needed to help avoid severe poverty during periods of crisis.  <table border="1"> <caption>Child poverty by priority group, 2017-20 (Scotland)</caption> <thead> <tr> <th>Priority Group</th> <th>Rate (%)</th> </tr> </thead> <tbody> <tr> <td>Disabled household members</td> <td>29%</td> </tr> <tr> <td>3 or more children in the household</td> <td>32%</td> </tr> <tr> <td>Youngest child in the house is under 1</td> <td>34%</td> </tr> <tr> <td>Minority ethnic household</td> <td>38%</td> </tr> <tr> <td>Single parent in the household</td> <td>38%</td> </tr> </tbody> </table> <p>Priority actions for 2023 to 2024</p> <p>Alongside national led actions, meeting Edinburgh’s poverty targets will need continued delivery of local calls to action set by the Edinburgh Poverty Commission by city -wide partners, including City of Edinburgh Council, NHS Lothian, and Edinburgh Partnership. In the short term, this includes prioritising actions to make sure:</p> <ul style="list-style-type: none"> • People can access fair work and the support they need to prevent and stay out of poverty, • People have decent, energy efficient, climate proofed homes they can afford to live in 	Year	Scotland (%)	Edinburgh (%)	2014-17	23%	19%	2015-18	24%	20%	2016-19	23%	19%	2017-20	24%	19%	2018-21	23%	19%	Target 2024	18%	14%	Target 2030	10%	10%	Priority Group	Rate (%)	Disabled household members	29%	3 or more children in the household	32%	Youngest child in the house is under 1	34%	Minority ethnic household	38%	Single parent in the household	38%
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	<p>Tackling child poverty priority families overview- the Scottish Government</p>	<ul style="list-style-type: none"> • Attainment, achievement, and positive destinations are improved for all with a particular focus on those in poverty. <p>People can access fair work and the support they need to prevent and stay out of poverty:</p> <ul style="list-style-type: none"> • Reform Money and Welfare Advice services to prevent crisis escalation, increase the number of citizens fully accessing benefits entitlements, and reduce the number of families experiencing problem debt • Design and roll out a new whole-family support model across the city, embedded in community settings to support early intervention and prevent poverty • Deliver the Edinburgh Guarantee and employability programmes, supporting more citizens into sustainable, fair work, and helping to tackle in-work poverty <p>Input from End Poverty Edinburgh Members</p> <p>The current crisis is not new for those already living in poverty, but it is impacting harder on the most vulnerable in our communities. People with disabilities, senior citizens, migrant communities, low pay workers, and so many others are hit harder than most. With the term ‘poverty’ becoming increasingly visible, we fear it has become a throwaway norm. If this is so, we need to de-normalise poverty immediately, and re-emphasize the impact it has on families, not just in monetary terms, but also on physical and mental health.</p> <p>Minority ethnic families</p> <ul style="list-style-type: none"> • Minority ethnic adults make up 12% of the adult population • The average age of ethnic minorities (excluding white minorities) is younger than the average age of the white population (27 and 42 years old) • Families from some minority ethnic groups are more likely to have three or more children • May be more likely to work irregular hours so accessing suitable childcare can be a challenge. <p>Lone parent families</p> <ul style="list-style-type: none"> • Make up 25% of all families, and 92% are headed by women • 9% children are born into single parent households, and a further 11% experience parental separation in first 5 years • 40% of children in lone parent households in relative poverty also have a disabled person at home • Challenges around balancing work and childcare commitments with a lack of access to flexible working <p>Families with a disabled person</p> <ul style="list-style-type: none"> • A third of all families in Scotland. Around a fifth (18%) of parents are disabled

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
		<ul style="list-style-type: none"> • Of children in this group in relative poverty, 37% are also in lone parent households, and 36% in homes with 3+ children • Often other family members take on a caring role, but children in families with an unpaid carer are not at higher risk of poverty • Additional barriers accessing employment (including transport, application processes, discrimination). • Families with long term conditions find it harder to afford childcare. <p>Families with 3+ children</p> <ul style="list-style-type: none"> • 11% of all families have 3 or more children • More likely to live in a family that is in more than one priority group. • The challenges of organising and paying for childcare increase with more children, potentially making it less financially viable to work or limiting hours worked. • Less likely than parents with fewer children to be in paid work, although at least one adult is in paid work in the majority of families in this group. <p>Families with child under 1</p> <ul style="list-style-type: none"> • More likely than other family types to enter poverty • 35% children in this group in relative poverty also have a mother aged under 25, 33% are in a lone parent household, and 33% live in a household with a disabled family member • Mothers who stop paid work after having a child and do not return by time child is 5 are more likely to be younger and single mothers • Families often see a significant reduction in income while relying on maternity/paternity pay or benefits. • The most common reason for mothers who are seeking paid work not being able to find it is a lack of suitable jobs, particularly part-time jobs. • Limited choice/ availability of childcare for younger children is an issue, especially for parents working non-standard hours, and for single parents who are often their child’s sole carer. • There is a difference in funding for childcare by age, with less support for children younger than 2, which may be a barrier to work for new parents. <p>Families with younger mothers (<25 yrs)</p> <ul style="list-style-type: none"> • Likely to be a relatively small group • More likely to be in other priority groups: over half (54%) are in a lone parent household, 40% have a baby under 1 in the household, and 35% have someone disabled in the household • Less likely to be in paid work.

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	<p data-bbox="384 1238 560 1435">Edinburgh by Numbers 2021 – the City of Edinburgh Council</p> <p data-bbox="384 1809 552 2007">A Just Capital Actions to End Poverty in Edinburgh – Edinburgh</p>	<ul data-bbox="592 300 1398 568" style="list-style-type: none"> • Women and young people are at higher risk of in-work poverty and have a lower average hourly rate of pay. • Strongly affected by social isolation and the absence of childcare to allow them to work or study during the pandemic. • Adults under 25 are less likely to have savings, which, combined with low paid jobs, make it harder to meet living costs. <p data-bbox="592 607 1291 640">Overarching challenges across all priority groups</p> <p data-bbox="592 640 1414 707">Cost, flexibility and availability of childcare, including for babies and disabled children, is important across all priority groups.</p> <p data-bbox="592 741 1275 775">Additional pressures as a result of the pandemic</p> <ul data-bbox="592 775 1430 1211" style="list-style-type: none"> • Economic effects are likely to disproportionately affect those on low incomes with limited savings (i.e. priority groups). Lone parents in particular – more exposed to impacts of earning reductions. • Projections suggest poverty rates are going to rise once pandemic support schemes are removed. Therefore, child poverty targets will be even more challenging to achieve. • Those working in ‘shutdown’ sectors were already almost twice as likely to be in poverty – emphasising the additional economic hardship for the priority groups. • Women have been disproportionately disadvantaged by the economic effects of the pandemic. Housework and childcare has fallen more on women than men. <p data-bbox="592 1249 1414 1317">18 Main reasons for being economically inactive in Edinburgh and UK cities in 2021</p>  <table border="1" data-bbox="635 1352 1406 1727"> <thead> <tr> <th>Reason</th> <th>Edinburgh</th> <th>Average UK cities</th> <th>London</th> </tr> </thead> <tbody> <tr> <td>Student</td> <td>40.8%</td> <td>34.7%</td> <td>35.8%</td> </tr> <tr> <td>Long-Term Sick</td> <td>18.7%</td> <td>23.9%</td> <td>18.2%</td> </tr> <tr> <td>Looking After Family/Home</td> <td>14.7%</td> <td>19.7%</td> <td>23.3%</td> </tr> <tr> <td>Other</td> <td>12.4%</td> <td>10.8%</td> <td>13.4%</td> </tr> <tr> <td>Retired</td> <td>11.5%</td> <td>8.0%</td> <td>6.7%</td> </tr> </tbody> </table> <p data-bbox="592 1805 1434 2029">We have heard from many that childcare, learning and employment opportunities are not flexible enough to enable parents to balance improving their prospects with caring for their families. We heard about a 60% increase in mental health disclosures at Edinburgh College over the last two years reflecting the stresses of balancing work, learning, childcare and living costs. Professionals also told us how the positive</p>	Reason	Edinburgh	Average UK cities	London	Student	40.8%	34.7%	35.8%	Long-Term Sick	18.7%	23.9%	18.2%	Looking After Family/Home	14.7%	19.7%	23.3%	Other	12.4%	10.8%	13.4%	Retired	11.5%	8.0%	6.7%
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	Poverty Commission	development delivered through early learning, childcare and education can be limited or undermined when it is delivered in isolation for the child and not integrated with wider family support.
Data on service uptake/access	Yes	<p>Helix management information system is used as a client management system and to monitor contracts for all contracts and grants funded through Business Growth and Inclusion. This measures client data, including gender, age, barriers faced, dependents, progressions and outcomes etc. Information from this allows us to make strategic decisions and understand the client groups currently accessing services.</p> <p>As a baseline, data shows that during 2021/22 priority group families supported included:</p> <ul style="list-style-type: none"> • 412 Single Parent families • 157 minority ethnic families • 71 large families • 37 families where the mother is aged under 25 • 32 families where one or more parent is disabled • 30 families where the youngest child is under 1 year old (End Poverty in Edinburgh Annual Report) <p>We can also utilise anonymized reports from the Whole Family Equality Project and Maximise!</p>
Data on socio-economic disadvantage e.g. low income, low wealth, material deprivation, area deprivation.	Yes	<p>The Scottish Index of Multiple Deprivation is utilised, along with national and local statistical information to map against ward intelligence to adjust and inform strategic provision of services.</p>  <p>The areas of highest deprivation (10%) are:</p> <ul style="list-style-type: none"> • Muirhouse • Granton, Royston Mains and Wardieburn • Restalrig and Lochend • Niddrie, Bingham, Magdalene and The Christians

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		<ul style="list-style-type: none"> • Craigmillar • Moredun and Craigour • Hyvots and Gilmerton • Oxgangs • Clovenstone, Murrayburn and Wester Hailes • The Calders <p>Child Poverty map - Edinburgh</p> 
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 prepared as part of the research around Affordable Childcare and Parental Employability. This pulls together national and local data from reports including, but not limited to:</p> <ul style="list-style-type: none"> • Scottish Government reports, • City of Edinburgh Council reports, • Edinburgh Poverty Commission, • Caselink reports, • Data sources (Nomis and Stat-Xplore), • Capital City Partnership, • One Parent Families Scotland and wider.
Public/patient/client experience information	Review of Disabled Parental Employability Support Fund	Strathclyde University were commissioned to conduct an evaluation of the impact of the Disabled Parents Employment Support Fund (DPESF). The evaluation identifies the positive impact of the funding as experienced by the service providers and the limitations of the funding. The evaluation consulted providers involved in DPESF and made recommendations

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	Review of Affordable Childcare for Working Parents - Ekosgen	<p>around how the fund could be adapted to be more effective going forwards. The evaluation will be published in August 2023.</p> <p>To ensure engagement with as many parents and stakeholders as possible, Ekosgen were commissioned to provide external consultation for this review. This included a parent survey with over 400 responses which provided insight around their childcare and employability needs.</p>
Evidence of inclusive engagement of people who use the service and involvement findings	Yes	See above
Evidence of unmet need	Yes	See above
Good practice guidelines	Yes	<p>Annual contract management checks will ensure that any grant funded projects maintain a high level of service.</p> <p>The new Joined Up For Jobs charter will be utilised to maintain good practice.</p>
Carbon emissions generated/reduced data		
Environmental data	Yes	Any grants and contracted organisations would be requested to provide data regarding any environmental policies they may have.
Risk from cumulative impacts		
Other (please specify)		
Additional evidence required		

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

Equality, Health and Wellbeing and Human Rights	Affected populations
<p>Positive</p> <p>Equality is at the heart of all CEC funded employability services – accessing good quality opportunities (jobs, training and progressions) is fundamental to reducing inequalities and improving health and wellbeing. Through the Scottish Government’s Parental Employability Support and the wider No One Left Behind strategy, the focus is on prioritising wellbeing and driving the person-centred approach to delivery and commissioning of services.</p> <p>This funding is to support parents so will positively impact this client group. It is part of the wider Scottish Government Child Poverty strategy. The priority groups are: lone parent families, minority ethnic families, families with a disabled member, families with a child under one, families with a young mother (<25) and larger families (3+ children).</p> <p>As part of the small grants process for the 2023/24 additional PES money that was provided by Scottish Government, 6 projects are funded under the Services for Migrant Parents category and 1 additional project with a focus on African parents under the Whole Family Support services category. These services are being funded because analysis at a national and local level highlighted a gap in services specifically tailored to these client groups. One of the projects will also be providing training and upskilling to other PES providers around human trafficking. There will also be a significant increase in the ESOL support available through the PES services and the translation of materials to support new Scots.</p> <p>There is also the increase in funding to one service that provides income maximisation support to parents. This was increased for 2023/24 in recognition of the crisis around the cost of living and the level of demand for the service.</p> <p>A specific service has been grant-funded to support looked after young people who have recently experienced removal of their child/children. This support will ensure residential and community-based key workers collaborate to incorporate employability support alongside the other crucial support provided.</p>	<p>All</p> <p>Young people and children; parents; pregnant people; those vulnerable to falling into poverty</p> <p>Minority ethnic people (includes Gypsy/Travellers, migrant workers, non-English speakers) and Refugees and asylum seekers</p> <p>Those at risk or living in poverty</p> <p>Care-experienced young people</p>

Equality, Health and Wellbeing and Human Rights	Affected populations
<p>All funded organisations are required to pay the real living wage to staff and to commit to work towards each of the elements of the fair work agenda.</p> <p>Some of the grant funded organisations support service users to become peer mentors, volunteers and paid staff members.</p> <p>There are a number of family support organisations who are in receipt of PES funding. This allows organisations to provide relevant employability advice and referrals in addition to the broader family support they already provide. It was identified that many of the parents that this funding is aiming to support are already being supported by these organisations and that they are trusted professionals so best placed to offer this additional support.</p> <p>Continual monitoring of equalities data on the management information system, Helix, ensures that we can understand the support that is making the most impact and understand where the need for support is across the city.</p>	<p>All</p> <p>Young people and children; parents; pregnant people; those vulnerable to falling into poverty</p> <p>All</p>
<p>Negative</p> <p>The PES grants that were ringfenced for supporting disabled parents have now been opened up to support all parents. While this means that they are not exclusively supporting those with a disability, the negative impact of this has been that All In Edinburgh (who are funded through the Council's Blended Employability Service already) have adapted their mainstream services to support disabled parents. This is an additional element to their existing contract to complement other support.</p> <p>The short-term nature of the funding from Scottish Government provides a number of risks and negatives for CEC, funded organisations and clients that cannot be mitigated. It creates issues around contracts for staff in the third sector and means that long-term support cannot be guaranteed for clients.</p>	<p>Disabled parents</p> <p>All</p>
<p>Environment and Sustainability including climate change emissions and impacts</p>	<p>Affected populations</p>
<p>Positive</p>	

Environment and Sustainability including climate change emissions and impacts	Affected populations
<p>Many of the funded organisations are now operating a hybrid model, 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>Negative</p> <p>It is not anticipated that there will be any negative environment and sustainability impacts on anyone engaging with the service.</p>	

Economic	Affected populations
<p>Positive</p> <p>The nature of the strategic interventions planned as part of Parental Employability Support will be a positive for all areas under the Economic section.</p> <p>The aim of Parental Employability Support is to ensure access, both in terms of physical location and accessibility to services for parents to increase their chances of achieving their employment and training goals.</p> <p>There is a focus on identifying and targeting the gaps in national provision and other local provision to support parents who do not have access to the support that they need.</p> <p>Providing grant funding to third sector organisations to increase service provision is a positive impact of PES.</p>	
<p>Negative</p> <p>The short-term nature of the funding from Scottish Government provides a number of risks and negatives for CEC, funded organisations and clients that cannot be mitigated. It creates issues around contracts for staff in the third sector and means that long-term support cannot be guaranteed for clients.</p>	All

- 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?**

Some of the Parental Employability Support is 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.**

Decision on the awarding of the grants are made through the Council's committee structures and, as part of this, committee reports with full details are then available on the Council's website.

Successful providers are required to provide information about marketing and promotion and this will then be discussed on an ongoing basis with the Grant Manager at Capital City Partnership (who are an Arms Length Company of the Council and act as the monitoring team for all commissioned employability services). The providers' communication plan should also specify how this will be accessible to all clients, considering any disabilities or language barriers.

Information about the new services are also communicated on the Edinburgh Guarantee public-facing website and promoted through social media channels and through 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 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.

- 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:**

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
Continue to monitor equalities data on Helix in relation to PES to understand the support that is required and to identify trends. This will inform future delivery.	Stacey Cuthbertson (Contracts and Grants Manager, Capital City Partnership)	ongoing	

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

We are unable to mitigate fully against the short-term nature of the funding being provided by the Scottish Government. Through the grant management of externally funded organisations, we will ensure that we can support them with any issues that arise because of this and ensure that onward referrals of any active clients can be supported in the situation where the projects being funded can no longer support them at the end of the funding term.

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

Through the monitoring of equalities data on Helix, we can ensure an accurate picture of those clients being supported.

- 16. Sign off by Service Director**

Name Peter Watton

Date – 2 August 2023

- 17. Publication**

Completed and signed IIAs should be sent to: integratedimpactassessments@edinburgh.gov.uk to be published on the Council website www.edinburgh.gov.uk/impactassessments
Edinburgh Integration Joint Board/Health and Social Care
sarah.bryson@edinburgh.gov.uk to be published at www.edinburghhsc.scot/the-ijb/integrated-impact-assessments/