

## Integrated Impact Assessment – Summary Report

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

### 1. Title of proposal

**No One Left Behind Next Phase Implementation 2024-25 (FINAL)**

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

The Council currently funds 24 No One Left Behind projects for Edinburgh citizens to access and progress along the Employability Strategic Skills Pipeline with the goal of securing and sustaining training and employment. These grants are to complement the larger local and national provision and to provide niche projects for priority groups.

Additional funding from the Scottish Government for local employability delivery is expected to be provided to the City of Edinburgh Council as part of the Next Phase of the No One Left Behind employability transformation in Scotland. No One Left Behind Next Phase involves mapping existing provisions, and Local Employability Partnerships identifying the need for investment of additional funds from 1 April 2024, to ensure a local-level employability offer that continues to meet the needs of residents.

Co-production has taken place with stakeholders, service providers, service users and citizens (due to extensive similar coproduction since 2019 with the network).

Key findings from the above include requirements for:

- Dedicated Employability Link Workers engaging with housing, health and advice services and wider communities to signpost and support the hardest-to-reach people to employability services;
- Funding for clients to access appropriate training and qualifications, alongside support to remove financial barriers related to gaining employment such as Protecting Vulnerable Groups (PVG) membership costs, English for Speakers of Other Languages (ESOL) for employability support, uniform costs, and initial commuting costs;
- A bespoke city-wide Additional Support Need (ASN) Stage 1 provision for young people at risk of a negative destination post-school;
- Continuation of existing projects for young people that are in demand, due to the continuous impact of the pandemic on positive destinations for school leavers (expected to increase with the leavers this year who started high school in the pandemic); and

- A need to improve in-work support to BAME communities to improve sustained employment.

Alongside previous coproduction findings as follows:

- services provided should follow the No One Left Behind ethos and offer holistic, person centred and local targeted employability services,
- 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,

As a result of the co-production, a plan for the future delivery of services was established:

- The continued delivery of four projects, currently funded by Young Person's Guarantee funding, for 12 months from 1 April 2024, pending confirmed outcomes for 2023/24;
- Funds to Capital City Partnership for the creation of employer cultural awareness sessions to enhance in-work support for Black and Asian Minority Ethnicity communities;
- Funds to support the current Network of Employability Support and Training providers with rising operation costs due to inflation;
- Funds to recruit a team of dedicated Edinburgh Guarantee staff to engage with hard-to-reach communities and signpost to providers across the strategic skills pipeline;
- Funds to launch an open grants process to expand the existing NOLB programme with a specific citywide Additional Support Needs Stage 1 provision; and
- The remaining funds, for the creation of a dedicated NOLB transition fund across all NOLB activities to meet increasing client costs.

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

Key stakeholders were invited to inform the process and outcomes, including development of an Integrated Impact Assessment. The Steering Group includes all members of the Local Employability Partnership and the wider NOLB Next Phase Steering Group:

- The City of Edinburgh Council
- Capital City Partnership
- Edinburgh College
- The University of Edinburgh
- Skills Development Scotland
- NHS Lothian

In line with Scottish Service Design Principles and given the co-production findings above, the co-production for NOLB Next Phase has focused extensively on engagement with participants of existing employability programmes, wider poverty prevention citizen groups, and relevant professionals to identify improvements to the current offer. This has included engagement with;

1. Joined Up for Families Citizens Panel to engage with ethnically diverse communities.
2. Community Link Workers and Thrive/CPN staff to engage with the hardest-to-reach citizens who aren't already engaged in employability services but are engaged with health.
3. Income Maximisation and Poverty Group to identify the impact of the cost-of-living on the hardest to reach citizens.
4. Parental Employment Support Fund (PESF) organisations supporting parents with some of the most challenging barriers to employment.

In Total:

- 61 people attended the service provider consultation events
- 22 service providers/professionals completed the survey
- 10 citizens provided their feedback through surveys and focus groups
- 15 through other co production
- 4000 Edinburgh residents completed the Edinburgh Partnership Survey

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

Yes

**5. Date of IIA Meeting**

08 November 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)**

<b>Name</b>	<b>Job Title</b>	<b>Date of IIA training</b>
Vicki Lorimer	Business Growth and Talent Development Lead	29/04/2021
Rona Hunter	Chief Officer, Capital City Partnership	
Lucy Everett	The University of Edinburgh	
Rosalind Papworth	Skills Development Scotland	

<b>Name</b>	<b>Job Title</b>	<b>Date of IIA training</b>
Avril Mackay	NHS Lothian	
Craig Dutton	Contracts and Grants Manager, Capital City Partnership	
Nicola Raine	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	NEST Employability Third Party Grants Helix Statistics – Capital City Partnership	<p>Statistics for Employability Third Party Grants are from 1 July 2021 – 30 June 2023.</p> <p>There were 4299 client new starts on Helix in this time frame. These are broken down as below:</p> <p><b>Gender</b></p> <ul style="list-style-type: none"> <li>• Male - 1920 (45%)</li> <li>• Female – 2379 (55%)</li> </ul> <p><b>Age</b></p> <ul style="list-style-type: none"> <li>• Under 16 – 6 (0.14%)</li> <li>• 16-18 – 838 (19.49%)</li> <li>• 19-25 – 712 (16.56%)</li> <li>• 26-49 – 2003 (46.59%)</li> <li>• 50-65 – 552 (12.84%)</li> <li>• Over 65 - 188 (4.37%)</li> </ul> <p><b>Employment Situation</b></p> <ul style="list-style-type: none"> <li>• Unemployed – 1994 (55%)</li> <li>• Unemployed for 3 years or more – 139</li> <li>• In education – 352 (10%)</li> <li>• Employed – 503 (14%)</li> <li>• School pupil – 141 (4%)</li> <li>• Self-employed – 39 (1%)</li> <li>• Economically inactive – 345 (9%)</li> <li>• Economically inactive for 3 years or more – 63</li> <li>• Inactive, NEET – 138 (4%)</li> <li>• Workforce returner – 126 (3%)</li> </ul> <p><b>Ethnic Origin</b></p> <ul style="list-style-type: none"> <li>• African – other – 114 (2.65%)</li> <li>• African, African Scottish, African British - 169 (3.93%)</li> <li>• Arab, Arab Scottish, Arab British - 95 (2.21%)</li> <li>• Asian – Bangladeshi, Bangladeshi Scottish, Bangladeshi British- 57 (1.33%)</li> <li>• Asian – Chinese, Chinese Scottish, Chinese British – 73 (1.70%)</li> <li>• Asian – Indian, Indian Scottish, Indian British – 73 (1.70%)</li> <li>• Asian- other – 89 (2.0%)</li> </ul>

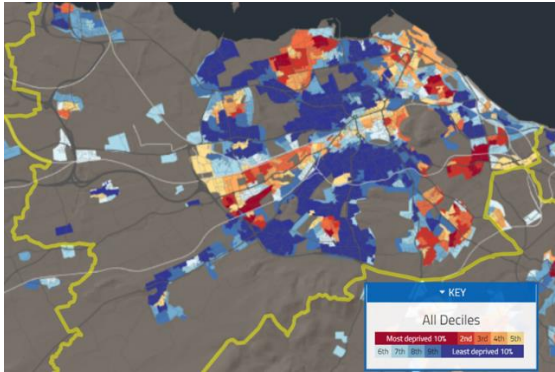
Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
		<ul style="list-style-type: none"> <li>• Asian – Pakistani, Pakistani Scottish, Pakistani British – 105 (2.44%)</li> <li>• Black, Black Scottish, Black British – 40 (0.93%)</li> <li>• Carribean or Black – Other – 11 (0.26%)</li> <li>• Carribean, Carribean Scottish, Carribean British – 10 (0.26%)</li> <li>• Mixed or multiple ethnic group - 53 (1.23%)</li> <li>• Not known – 621 (14.46%)</li> <li>• Other ethnic group - 128 (2.98%)</li> <li>• Prefer not to say - 87 (2.03%)</li> <li>• White – Gypsy Traveller - 4 (0.09%)</li> <li>• White – Irish – 20 (0.47%)</li> <li>• White – Other – 413 (9.62%)</li> <li>• White – Other British – 336 (7.82%)</li> <li>• White – Polish – 128 (2.98%)</li> <li>• White – Roma – 1 (0.02%)</li> <li>• White – Scottish – 1680 (39.12%)</li> </ul> <p><b>Barriers Selected By Clients (Those in bold are Key Target Groups from Previous One)</b></p> <ul style="list-style-type: none"> <li>• <b>Mental health issues - 1062 (24.70%)</b></li> <li>• Long term unemployed - Barriers 933 (21.70%)</li> <li>• <b>No or Limited work experience – 835 (19.42%)</b></li> <li>• Migrants people with a foreign background, minorities (including marginalised communities such as the Roma) - 767 (17.84%)</li> <li>• Low Skilled - 736 (17.12%)</li> <li>• Living in a jobless household – 620 (14.42%)</li> <li>• <b>At risk of becoming NEET – 474 (11.03%)</b></li> <li>• Material Deprivation - 460 (10.70%)</li> <li>• Employed Status affected by Covid-19 -413 (9.61%)</li> <li>• Poor interview skills; CV presentation - 381 (8.86%)</li> <li>• Primary carer of a child/children (under 18) or adult – 376 (8.75%)</li> <li>• <b>Criminal convictions - 337 (7.84%)</b></li> <li>• Lack of confidence – 334 (7.77%)</li> </ul>

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"> <li>• From Employment Deprived Areas – 328 (7.63%)</li> <li>• Low Income Household – 305 (7.09%)</li> <li>• From Employment Deprived Areas – 328 (7.63%)</li> <li>• Low Income Household – 305 (7.09%)</li> <li>• <b>Homeless or affected by housing exclusion – 296 (6.89%)</b></li> <li>• <b>Family/caring responsibilities - 286 (6.65%)</b></li> <li>• Living in a single adult household with dependent children – 264 (6.14%)</li> <li>• Lack of work experience – 258 (6.00%)</li> <li>• Living in a jobless household with dependent children - 241 (5.61%)</li> <li>• Lacking IT skills – 226 (5.26%)</li> <li>• Long term physical illness – 193 (4.49%)</li> <li>• Underemployed – 169 (3.93%)</li> <li>• <b>Refugee – 162 (3.77%)</b></li> <li>• Low Income Employed – 158 (3.68%)</li> <li>• Substance related conditions – 146 (3.40%)</li> <li>• Low Communication/Interpersonal Skills – 141 (3.28%)</li> <li>• Need assistance with English Language – 140 (3.26%)</li> <li>• General motivational issues - 116 (2.70%)</li> <li>• Accommodation issues – 103 (2.40%)</li> <li>• Physical illness - 93 (2.16%)</li> <li>• <b>Lone parent - 92 (2.14%)</b></li> <li>• <b>Literacy and Numeracy – 85 (1.98%)</b></li> <li>• Lack of reliability/Time keeping – 71 (1.65%)</li> <li>• <b>History of substance abuse - 70 (1.63%)</b></li> <li>• Care Experienced – 64 (1.49%)</li> <li>• Benefits issues/difficulties - 62 (1.44%)</li> <li>• Looked after young person - 60 (1.40%)</li> <li>• Young people at risk of becoming MCMC on leaving school – 60 (1.40%)</li> <li>• Care experienced – Barriers – 59 (1.37%)</li> <li>• <b>MCMC - 57 (1.33%)</b></li> </ul> <p>Further details about the above barriers and if these might hinder ability or right to work.</p> <ul style="list-style-type: none"> <li>• Other citizenship - 48 (1.12%)</li> <li>• History of alcohol abuse – 46 (1.07%)</li> </ul>

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		<ul style="list-style-type: none"> <li>• Young People aged &lt;25 impacted by Covid-19 – 43 (1.00%)</li> <li>• Debt problems – 39 (0.91%)</li> <li>• Material Deprivation - 37 (0.86%)</li> <li>• EU migrant workers - 33 (0.77%)</li> <li>• Primary carer of older person – 32 (0.74%)</li> <li>• Armed Forces veteran – 29 (0.67%)</li> <li>• Non-EU migrant workers – 26 (0.60%)</li> <li>• At Risk of Substance Use – 22 (0.51%)</li> <li>• Households with 3 dependents or more -22 (0.51%)</li> <li>• Asylum seeker – 21 (0.49%)</li> <li>• Other attitudinal barriers – 16 (0.37%)</li> <li>• Current Substance Use – 14 (0.33%)</li> <li>• From Rural Areas – 9 (0.21%)</li> <li>• Above 54 years of age – 7 (0.16%)</li> <li>• Work Programme Completer – 7 (0.16%)</li> <li>• Households where the youngest dependent is aged less than 1 - 6 (0.14%)</li> <li>• From Remote Rural Areas - 5 (0.12%)</li> <li>• Young people leaving care – 4 (0.09%)</li> <li>• Seasonal worker – 2 (0.05%)</li> </ul> <p>Disability</p> <ul style="list-style-type: none"> <li>• Acquired Brain Injury – 6 (1%)</li> <li>• Autism Spectrum Disorder - 195 (18%)</li> <li>• Blindness or partial sight loss – 58 (5%)</li> <li>• Deafness or partial hearing loss - 63 (6%)</li> <li>• Full or partial loss of voice or difficulty speaking – 19 (2%)</li> <li>• Learning difficulty – 132 (12%)</li> <li>• Learning disability – 169 (16%)</li> <li>• Mental Health - 310 (29%)</li> <li>• Physical Disability - 119 (11%)</li> </ul>
	<a href="https://www.skillsdevelopmentscotland.co.uk/media/50519/annual-participation-measure-2023-report.pdf">https://www.skillsdevelopmentscotland.co.uk/media/50519/annual-participation-measure-2023-report.pdf</a>	<p>This is a statistical report on learning, training, and work activity of 16–19-year-olds in Scotland.</p> <p>215,479 individuals were counted in the 16–19-year-olds 2023 Annual participation measure.</p> <p>94.3% of 16-19 year olds are currently participating in education, employment, or training. This up from 92.4% in 2022.</p>



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		<p>3.6% are not participating and are unemployed seeking or not seek work. This is down from 4% in 2022.</p> <p>Equality Characteristics;</p> <ul style="list-style-type: none"> <li>• Females (95%) were more likely to participate than males (93.7%). This difference was primarily driven by a higher rate of female participation in education (76.6% versus 66.4%). This was offset, to a large extent, by greater participation in employment by males than females (25.4% versus 17.2%)</li> <li>• The participation rate amongst Minority Ethnic groups (96.8%) remained higher than for those from a White ethnic group (94.2%). This difference was driven by a higher rate of participation in education (88.2% versus 70.1%).</li> <li>• The participation rate amongst those identified as disabled (89.9%) was lower than for those not identified as disabled (94.5%). This was because disabled young people were more likely to fall into the ‘unemployed not seeking’ status (5.2% versus 1.9%), which is the same as in 2022.</li> </ul> <p>Non-Participation</p> <ul style="list-style-type: none"> <li>• Most of those unemployed seeking were 19 years old (44.2%), followed by 18-year-olds (31.3%). The majority of those unemployed and not seeking employment were 19 years old (43.5%), 18 and 19 years old comprised over three quarters (79%) of this group.</li> </ul>
Data on service uptake/access	<a href="https://www.gov.scot/publications/statistical-summary/october-2023/pages/employment-services.aspx">Scotland's Devolved Employment Services: statistical summary October 2023 - gov.scot (www.gov.scot)</a>	<p>There have been 104,763 starts on either Fair Start Scotland (FSS) or No One Left Behind since April 2018 up to June 2023. In the most recent quarter, April to June 2023, there were 6,412 starts. This was a 27% decrease on the previous quarter and an 11% decrease on the same quarter in the previous year.</p> <p>Official statistics in development for No One Left Behind show a total of 44,000 people started receiving support from April 2019 to June 2023. The number of people starting to receive support has</p>

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		<p>increased each year from 2,749 in year 1 (2019/20) to 18,484 in year 4 (2022/23).</p> <p>In the most recent quarter, quarter 1 of year 5, 3,252 people started to receive support through No One Left Behind. This was a 37% decrease on the previous quarter and a 19% decrease on the same quarter in the previous year.</p> <p>Of the 44,000 people receiving support on No One Left Behind, 13,953 (32%) have entered employment, while a further 6,080 (14%) entered further or higher education or training.</p> <p>There have been 60,763 starts to FSS since April 2018, including 5,076 re-joins which has been possible since April 2021. There were 3,160 starts in the most recent quarter, 11% lower than the previous quarter and 1% lower than the same quarter in 2022.</p> <p>For FSS, there were 1,301 job starts this quarter, 13% higher than the previous quarter and 13% higher than the same quarter in 2022. Overall, there has been 21,351 job starts since FSS launched.</p>
<p>Data on socio-economic disadvantage e.g. low income, low wealth, material deprivation, area deprivation</p>	<p><a href="#">SIMD 2020</a> – Scottish Government</p>	 <p>The areas of highest deprivation in Edinburgh are:</p> <ul style="list-style-type: none"> <li>• Muirhouse</li> </ul>

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		<ul style="list-style-type: none"> <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>• Oxfangs</li> <li>• Clovenstone, Murrayburn and Wester Hailes</li> <li>• The Calders</li> </ul>
	<p><a href="#">End Poverty in Edinburgh Annual Progress Report.pdf</a></p>	<p>The latest available data shows that an estimated 17% of people in Edinburgh were living in poverty in the period to 2022, including 20% of all children. In line with national patterns these data indicate that poverty rates have remained relatively unchanged in recent years, despite the impact of the pandemic and the early months of the cost of living crisis in 2022. Within these high level averages, analysis carried out by partners in 2023 has further deepened understanding of the higher risk of poverty among women, families with children, minority ethnic groups, and disabled families in the city.</p> <p>Poverty rates for some of these priority groups during 2022 were more than double the average for citizens as a whole. Analysis provided in this report also demonstrates a long-term trend of increasing risk of very deep poverty across Scotland. Within Edinburgh these trends are demonstrated by evidence showing that some 10,000 Edinburgh families regularly skipped meals because they could not afford enough food during 2022, alongside evidence of a 50% year on year increase in clients seeking support for rent arrears through Citizens Advice Scotland. Looking ahead, most analyses project a complex future outlook for poverty trends in the UK.</p> <p>On balance of risks, most estimates suggest that living standards and incomes across the UK are likely to decline during the period to 2024/25, with a likely upward pressure on headline poverty rates.</p>

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	<p><a href="#">Edinburgh Poverty Commission Final Report</a></p> <p><a href="#">Citizens' Perspectives of Poverty in Edinburgh: Consequences and Solutions</a> – The Edinburgh Poverty Commission</p>	<p>To end poverty in the city, the single biggest transformation Edinburgh could achieve would be to make the experience of seeking help less painful, less complex, more humane, and more compassionate. We call on City of Edinburgh Council to lead in the design and delivery of a new relationship-based way of working for all public services in Edinburgh.</p> <p>In the wealthiest city in Scotland, we estimate that almost 78,000 people are living in relative poverty, representing some 15% of the population and as many as 1 in 5 children.</p> <p>The majority of people living in poverty in Edinburgh are of working age, in employment, living in rented accommodation, with the highest rates experienced by families with children. Lone parents, nine in ten of them women, disabled people, carers and Black and Minority Ethnic families are more likely to be in poverty than others in the city. Such families live in every area of the city, in every type of neighbourhood. Two-thirds of people in poverty in Edinburgh do not live in those areas commonly considered as 'deprived'. Very often these families will be affected by physical and mental health burdens related directly to the poverty they experience.</p> <p>Almost one in three of the city's households in poverty are only there due to high housing costs. 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>The report calls on City of Edinburgh Council to embed a 20-minute walking or 'pram pushing'</p>

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		<p>distance principle at the heart of designing all neighbourhoods in Edinburgh with consequences for planning of housing, amenity, employment, and services.</p> <p>It also calls 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>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 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>

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		<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> </ul>

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		<ul style="list-style-type: none"> <li>• People with experience of poverty need to be involved in decision-making (not only listened to).</li> </ul>
	<p><a href="#">Earnings in Scotland 2022 - Real Living Wage (azureedge.net)</a></p> <p><a href="#">What is it?   Living Wage Foundation</a></p>	<p>Note the recent increase of RLW to £12.00 per hour. The Living Wage rates for 2023-24 were announced on the 24th October 2023. Employers will then have 6 months until May 1st to implement them.</p> <p>9% of all employees in Scotland earn less than the Real Living Wage (RLW) of £10.90.</p> <p>30.5% of 18–24-year-olds earn less than the RLW.</p> <p>10.3% of female employees earned less than the RLW compared to 7.5% for male employees.</p> <p>The following groups earn below the RLW;</p> <ul style="list-style-type: none"> <li>45% of accommodation and food Services.</li> <li>23.4% of other services.</li> <li>22% of Administration</li> <li>20.4% of wholesale &amp; retail trade</li> <li>13.1% Arts, entertainment &amp; recreation.</li> </ul>
Data on equality outcomes	Yes	See above
Research/ literature evidence	Yes	<p>See above</p> <p>A paper containing economic and employability data was also drafted and used to inform the review. This pulled together national and local data from reports including, but not limited to:</p> <ul style="list-style-type: none"> <li>• Scottish Government reports,</li> <li>• City of Edinburgh Council reports,</li> <li>• Edinburgh Poverty Commission,</li> <li>• Helix/Caselink reports,</li> <li>• Skills Development Scotland reports</li> <li>• Data sources (Nomis and Stat-Xplore),</li> <li>• Capital City Partnership,</li> <li>• SCVO</li> </ul>

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Public/patient/client experience information	Yes	<p>Co-production has taken place with stakeholders, service providers, service users and primarily citizens (due to extensive similar coproduction since 2019 with the network). The review found a requirement for:</p> <ul style="list-style-type: none"> <li>• Dedicated Employability Link Workers engaging with housing, health and advice services and wider communities to signpost and support the hardest-to-reach people to employability services;</li> <li>• Funding for clients to access appropriate training and qualifications, alongside support to remove financial barriers related to gaining employment such as Protecting Vulnerable Groups (PVG) membership costs, English For Speakers of Other Languages (ESOL) for employability support, uniform costs, and initial commuting costs;</li> <li>• A bespoke city-wide Additional Support Need (ASN) Stage 1 provision for young people at risk of a negative destination post-school;</li> <li>• Continuation of existing projects for young people that are in demand, due to the continuous impact of the pandemic on positive destinations for school leavers (expected to increase with the leavers this year who started high school in the pandemic); and</li> <li>• A need to improve in-work support to BAME communities to improve sustained employment.</li> </ul> <p>Alongside previous coproduction findings as follows:</p> <ul style="list-style-type: none"> <li>• Services provided should follow the No One Left Behind ethos and offer holistic, person</li> </ul>



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
		<p>centred and local targeted employability services,</p> <ul style="list-style-type: none"> <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> </ul>
Evidence of inclusive engagement of people who use the service and involvement findings	Yes	<p>Co-Production – see above</p> <p>Continual co-production with service users will be written into the contracts to ensure that they remained relevant to service users and met their needs.</p>
Evidence of unmet need	Yes	See above
Good practice guidelines	Yes	<p>In order to continually improve the customer experience, and following consultation with the providers' network, the Joined Up For Jobs partnership introduced a customer care quality standard for provider organisations.</p> <p>Providers seeking City of Edinburgh Council funding are expected to hold or be working towards the Charter.</p> <p>Annual contract management checks will ensure that the level of service is maintained and improved.</p>
Carbon emissions generated/		N/A

<b>Evidence</b>	<b>Available – detail source</b>	<b>Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal</b>
reduced data		
Environmental data		N/A
Risk from cumulative impacts		N/A
Other (please specify)		N/A
Additional evidence required		N/A

**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>
<p><b>Positive</b></p> <p>Equality is at the heart of the employability services – accessing good quality opportunities (jobs, training and progressions) is fundamental to reducing inequalities and improving health and wellbeing. Through the NOLB strategy, services are prioritising wellbeing and driving the person-centred approach to delivery and commissioning of services.</p> <p>The shift from national services to local services due to the ending of Fair Start Scotland provision allows services 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.</p> <p>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.</p> <p>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.</p>	<p>All</p> <p>All</p> <p>All</p> <p>Minority ethnic people (includes Gypsy/Travellers, migrant workers, non-English speakers)</p>

<b>Equality, Health and Wellbeing and Human Rights</b>	<b>Affected populations</b>
Employability networks, through partnerships, have now been able to provide support to those who have been under-represented previously. This will continue to be developed through the delivery of NOLB provision.	Refugees and Asylum Seekers
<p><b>Negative</b></p> <p>Ongoing global issues such as the Covid-19 pandemic, Brexit, and countries at war have created local issues. There is a recruitment impact on sector delivery. Recruiting staff has become more challenging for local businesses and the way in which people wish to work is also transforming to become more a desire for more flexible working. This does not suit all types of work and with a lack of suitable candidates, employers are struggling to fill roles. This has the potential to impact the delivery of provision.</p> <p>Edinburgh is facing a housing crisis, which includes individuals living in temporary housing such as hotels. Many of these individuals are working and therefore cannot access typical services that are delivered during working hours meaning there is currently no provision available for this group.</p>	<p>All</p> <p>Displaced refugees.</p>

<b>Environment and Sustainability including climate change emissions and impacts</b>	<b>Affected populations</b>
<p><b>Positive</b></p> <p>As part of the commissioning and co-production process organisations are asked at point of application about their future around sustainability and the environment.</p> <p>Skills Development Scotland commissioned a <a href="#">paper on the future growth of green jobs</a>. This will allow better strategic planning and allow us to be better informed around where the new job growths could be. It will allow for the alignment of interventions to train those in vulnerable groups to be able to access these jobs.</p>	<p>All</p> <p>All</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>	None

Economic	Affected populations
<p><b>Positive</b></p> <p>The nature of the strategic interventions planned as part of the NOBL Next Phase will be a positive for all areas under the Economic section.</p> <p>The aim of these 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>All</p> <p>All</p> <p>All</p>
<p><b>Negative</b></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>	<p>All</p>

**9. Is any part of this policy/ service to be carried out wholly or partly by contractors and if so how will equality, human rights including children’s rights, environmental and sustainability issues be addressed?**

The service will be delivered by third-sector organisations and will follow the Charter for Service Standards, contract management processes, Fair Work standards, PVG processes, and procurement processes. They will also be supported by a network for providers and EVOC.

**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.**

The services funded by CEC’s Business Growth & Inclusion service support people with these barriers and bids for new services can include a budget for transition and additional support at point of access, linked into LAYC, use of network, and a steering group made up of LEP network.

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. The service provision is embedded to be as least impactful as possible.

**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.*

Not required

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>
Need to consider alignment to support for displaced refugees, focus on those who are currently working.	Lucy Pearson	5 December	

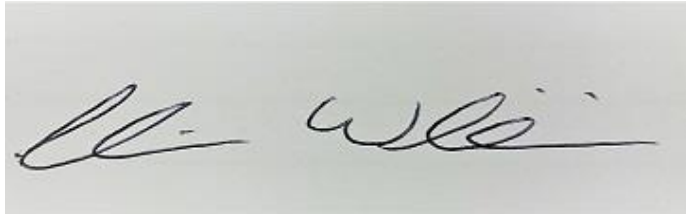
14. **Are there any negative impacts in section 8 for which there are no identified mitigating actions?**

No

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

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

**16. Sign off by Head of Service**

A photograph of a handwritten signature in black ink on a light-colored background. The signature is cursive and appears to read 'Elin Williamson'.

**Name Elin Williamson**

**Date 01/12/2023**

**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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