

Integrated Impact Assessment – Summary Report

1. Title of proposal

City of Edinburgh Network of Employment Support and Training (NEST) Grants Programme 2025-2028

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

The Council currently funds 17 third party grants to support 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.

The grants will fund work which supports key target groups as outlined in the [Local Employability Partnership Strategy 2024-2026](#), who are experiencing poverty and are looking to progress towards work or in to work. The aim of this funding is to reduce the impact that poverty has on Edinburgh's citizens and to empower people through fair employment. Through the fund, we are interested in providing funding to and working alongside organisations as part of our Integrated Regional Employability and Skills Programme.

In addition to these grants, there are currently 23 Parental Employability Support Fund grants. 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.

The Local Employment Partnership have undertaken a period of significant co-production to better understand the support needs in the city. As a result of this co-production and review they have developed this new [specification](#) of service for third-party grants for 2025-28

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

Key stakeholders were invited to inform the process and outcomes, including the development of an Integrated Impact Assessment. The Steering Group includes members of the Local Employability Partnership (LEP).

With the two main grant programmes under NOLB (NEST and PESF) coming to an end, a period of significant co-production has been undertaken by the Local Employment Partnership to review these grants and the strategic direction for future funding. This follows on from multiple co-production processes over the last few years relating to NOLB and Child Poverty funding.

The intention is to align future grants with the priorities outlined in the recent LEP Strategy 2024-26.

The co-production covered stakeholders, service providers and citizens accessing services.

Stakeholders

- Meetings were held with Skills Development Scotland (SDS) and Department for Work and Pensions (DWP) to gain insight on issues facing citizens and the advisors' thoughts on current employability provision
- A call was made to members in the Lothian Association of Youth Clubs (LAYC) to hear about support for young people and the current provision available.
- The Youth Employment Partnership (YEP) and 16+ Schools network in Edinburgh was consulted on plans for co-production and support for young people and will continue to be updated throughout the recommissioning process.
- The New Scots Edinburgh group were consulted on the co-production process and current provision, focusing on services delivering to ethnic minority clients, including New Scots.

Service providers

- A presentation was made to the Joined Up For Jobs Forum (JUFJ) in May, outlining the co-production process and allowing providers to ask questions and input to the process.
- Multiple service provider sessions were held, where providers were updated on the co-production process and broke off into workshops to provide feedback based on standard co-production questions.
- A specific session for organisations which are ethnically led or whose aim is to support ethnic minority clients was held, which allowed organisations to discuss support for ethnic minority clients and the difficulties faced when making funding applications.

Citizens

Several in-person sessions were held with people who are either currently engaging with employability services, or who may be interested in engaging with services in future.

This included sessions with:

- Jack Kane Centre
- Barnardo's
- Linknet
- Cyrenians
- Access to Industry
- Scottish Prison Service, engaging with current prisoners in HMP Edinburgh.

Surveys

Stakeholder and citizens surveys were also circulated to gain written feedback. These surveys included similar questions to those asked during sessions with stakeholders/citizens. An additional 12 organisations responded to the stakeholder survey, while almost 150 citizens responded to the citizen survey. All information collated within the surveys fed into the development of a procurement plan for future funding.

Client Survey Feedback Summary

Key survey areas included:

- Challenges in finding work: participants mention various challenges such as low confidence, mental health issues, and language barriers.
- Employability services used: participants listed services like employability courses, IT skills courses, and specific organisations.
- Experience with services: participants provided feedback on their experiences with these services, including how they found them and what the outcomes were.
- Preferences: there are questions about preferences for in-person vs. online support and the importance of having services tailored to individual needs.
- Additional feedback: participants also had the opportunity to provide additional comments on their experiences and suggestions for future services.

Helix Database

The database captures key demographic data and information on the barriers faced by those using the services, which helps the city:

Understand the demographics of those accessing support, analyse barriers faced by specific groups, such as those with protected characteristics, make informed decisions based on evidence to allocate funding and design programs that meet the needs of the city's population, ensure accountability by monitoring how services are utilised, and the outcomes achieved by different client groups.

Overall, the Helix database helps improve service delivery by providing data-driven insights for programmes such as this.

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

Yes, we believe the period of co production has considered the needs and experiences of those from disadvantaged backgrounds and therefore this proposal is in line with the Fairer Scotland Duty and working towards reducing poverty and inequality.

5. Date of IIA

30/09/2024

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 Contract and Programme Manager	01/11/2017
Barry McGuigan	Business Growth and Inclusion Officer	30/10/2024
Katie Weavers	Business Growth and Talent Development Lead	07/11/2019
Craig Dutton	CCP Head of Contracts and Grants	01/11/2017
Emma Matthews	Skills Development Scotland	
Chopsy McBurnie	DWP Customer Service Leader	
Shona Pettigrew	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>The City of Edinburgh Council Business Plan</p> <p>Tackling child poverty delivery plan 2022-2026 - annex 7: equality impact</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.</p> <p>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. Poverty rates for some of these priority groups during 2022 were more than double the average for citizens.</p> <p>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.</p>

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	assessme nt - gov.scot (www.gov.scot)	<p>For the city to meet the headline 2030 targets set by the Edinburgh Poverty Commission and by Scottish Government it will need to achieve:</p> <ul style="list-style-type: none"> • All age poverty rates in Edinburgh to fall by 7 percentage points by 2030, and • Child poverty rates to fall by 10 percentage points. • This means lifting almost 36,000 people, including 8,900 children out of poverty over the next eight years. <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 disadvantages 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. August '24 Claimant Count.pdf (joinedupforjobs.org)</p>
Data on service uptake / access	August '24 Claimant Count.pdf (joinedupforjobs.org)	<p>Claimant Count change between July 2023 and July 2024</p> <ul style="list-style-type: none"> - The UK increased by 16.6% - Scotland increased by 4.4% - Edinburgh increased by 11.5% - City Region increased by 5.9% <p>Claimant Count change between June 2024 and July 2024</p> <ul style="list-style-type: none"> - UK increased by 9.9% - Scotland increased by 7.7%

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		<ul style="list-style-type: none"> - Edinburgh increased by 9.4% - City Region increased by 7.5% <div data-bbox="507 454 1414 1077" style="text-align: center;"> <p>Figure 1 Claimant Rate Across the City Region Since July 2018</p> <p>The graph displays the claimant rate (percentage) for six regions: City of Edinburgh (blue), East Lothian (red), Fife (green), Midlothian (purple), Scottish Borders (teal), and West Lothian (orange). All regions show a significant spike in early 2020, peaking between 5.0% and 7.0%. Following the peak, rates generally decline and stabilize between 2.0% and 3.0% from 2022 onwards.</p> </div> <p>The graph above shows the percentage increase across the city region from 2018-2024. Edinburgh rose from just over a 1% claimant rate in 2018 and peaked at just over 5% in 2020. The claimant rate plateaued at just over 2% in 2022 and has slightly fluctuated since but remains at similar levels in 2024</p> <p>Edinburgh Summary</p> <p>In July 2024 the claimant count for Edinburgh was 9,730 (in June it was 8,890).</p> <ul style="list-style-type: none"> - 1,345 were 16–24-year-olds. It was 1,250 in June - 6,215 were 25–49-year-olds. It was 5,660 in June - 2,170 were 50 years old or older. It was 1,980 in June <p>In June 2024 there were 15,437 working individuals claiming Universal Credit in Edinburgh compared to May 2024 when there were 14,918.</p> <p>The month-to-month change from June 2024 to July 2024 indicates that in Edinburgh the claimant count is higher than it was month ago. Edinburgh recorded a 9.4% month to month increase that equates to 840 additional claimants. This could be partly linked to changes in the recording methods, however these changes were in place the previous month and unless the changes are being applied incrementally one would expect to only see labour market impacts this month. August '24 Claimant Count.pdf (joinedupforjobs.org)</p>

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	<p>NOMIS 13/08/2024</p> <p>StatXplore 13/8/2024</p>	<p>Source <i>NOMIS 13/8/2024</i></p> <p>The data presented in Table 1 indicates that across Edinburgh in June 2023 there were 13,520 people who were in work but required financial support from Universal Credit (UC) as their income was not sufficient. In June 2024 this had increased by 14.2% to 15,437. Over the last month (May to June 2024) there has been an increase of 3.5% in Edinburgh with around 500 additional people working and claiming Universal Credit.</p> <p>Table 1 Universal Credit Claimants in Employment</p> <table border="1" data-bbox="512 723 1430 848"> <thead> <tr> <th></th> <th>Jun-23</th> <th>May-24</th> <th>Jun-24</th> <th>Jun23 to June24</th> <th>May24 to Jun24</th> </tr> </thead> <tbody> <tr> <td>City of Edinburgh</td> <td>13,520</td> <td>14,918</td> <td>15,437</td> <td>14.2%</td> <td>3.5%</td> </tr> </tbody> </table> <p>Source: <i>StatXplore 13/8/2024</i></p>		Jun-23	May-24	Jun-24	Jun23 to June24	May24 to Jun24	City of Edinburgh	13,520	14,918	15,437	14.2%	3.5%
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<p>Data on socio-economic disadvantage e.g. low income, low wealth, material deprivation, area deprivation.</p>		<p>Gender Profile</p> <p>Three Local Authorities in the city region have seen the number of male claimants fall over the last 12 months, whilst Edinburgh has seen their number increase. Across Edinburgh the number of male claimants in July 2024 was 380 higher than in July 2023.</p> <p>Comparing the June 2024 statistics to those of July 2024 the picture is less positive as Edinburgh saw a sharp increase in number of male claimants. This contributed to a 3.7% increase in the city region between June and July 2024.</p> <p>Source: <i>NOMIS 13/8/2024</i></p> <p>Change in Male Claimant Count Across the City Region</p> <p>The situation for female claimants in Edinburgh indicates that over the last year there has been an increase in the number of female claimants (630 additional female claimants). Compare this to the male claimant count which had increased by around 380 over the same period. This is an increase of 17.4% year on year compared to an increase of 7.4% year on year for the number of male claimants.</p> <p>In one Local Authority (Midlothian) the female claimant count has not changed over the course of the year whilst all other Local Authorities saw the number of female claimants increase over the twelve months. Between June 2024 and July 2024, the number of female claimants increased in all Local Authorities leading to an additional 1,300 or so female claimants in July compared to June.</p>												

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		<p>In July 2019 across the region 37% of out of work claimants were female in July 2024 45% of claimants were female. If this trend continues it won't be long before there is a 50:50 split in the gender of claimants when 5 years ago it was more like 37:63. Source: NOMIS 13/8/2024 Change in Female Claimant Count Across the City Region</p> <p>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>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. Parents aged over 50 years of age 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. Chapter 2: Child Poverty and the Protected Characteristics - Tackling child poverty delivery plan 2022-2026 - annex 7: equality impact assessment - gov.scot (www.gov.scot)</p> <p>The gender split of those who are in work and claiming Universal Credit. The data indicates that across Edinburgh in June 2023, 8,090 female claimants were in work and claiming Universal Credit. In June 2024 the number had increased to 9,628. This is over 1,500 more than 12 months ago. Compare this to the male in work Universal Credit claimant count, which was 5,432 in June 2023 and currently (June 2024) is sitting at 5,804- approximately 372 more.</p> <p>Across the region, and in each Local Authority, there are a far higher proportion of women who are in work, but their earnings are so low that they qualify for in work Universal Credit. However, in Edinburgh in June 2023 males comprised 40% of Universal Credit claimants whilst in May 2024 this was 38% and 37% in June 2024. So, looking at both together we can see that there is still</p>

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		<p>a larger number of females in Edinburgh claiming not just out of work benefits but also in work Universal Credit but appears to be declining.</p> <p>Source: StatXplore 13/8/2024 In Work Universal Credit Claimants</p> <p>Age Profile</p> <p>16-24 Year Olds In July 2024 there were 1,345 claimants aged between 16-24 years of age in Edinburgh. This is 7.6% higher than June 2024 and 9.3% higher than a year ago. In numerical terms as of June 2023, Edinburgh has 115 more 16–24-year-olds claiming than a year ago and 95 more than last month. On the face of it the large increases that we have seen in Edinburgh have not come from this age cohort.</p> <p>Source: NOMIS 13/8/2024 Change in Claimants by Age (All Gender)</p> <p>25-49 Year Olds In July 2024 there were 6,215 claimants aged between 25-49 years of age in Edinburgh. This is 9.8% higher than the previous month and 12.7% higher than a year ago. In numerical terms Edinburgh has 700 more 25–49-year-olds claiming than a year ago and 555 more than last month. On the face of it the large increases that we have seen in Edinburgh as a whole, are likely to be from this age cohort.</p> <p>Source: NOMIS 13/8/2024 Change in Claimants by Age (All Gender)</p> <p>50 Year Olds and Over In July 2024 there were 2,170 claimants aged over 50 years of age in Edinburgh. This is 9.6% higher than the previous month and 9.9% higher than a year ago. In numerical terms Edinburgh has 195 more 50+ year-olds claiming than a year ago and 190 more than last month.</p> <p>Source: NOMIS 13/8/2024 Change in Claimants by Age (All Gender)</p> <p>In terms of proportions and how these have changed over the last five years we can see that in 2024 across the City region 17% of claimants were 16-24 years of age. In July 2019 20% of claimants were this age. In July 2019 25% of claimants were 50 or over and in July 2024 only 22% of claimants were from this age group. The group that has seen the largest increase proportionally has been 25-49 years olds, as pre pandemic (July 2019) 55% of claimants were from this age group whilst now in July 2024 61% of claimants are 24-49 years of age.</p>

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		<p>Disability</p> <p>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 several 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>Key local data for Edinburgh;</p> <p>Employment rate - disabled 50.7% vs non-disabled 82.5% Economically Inactive – disabled 46% vs non-disabled 15.1% Unemployed – disabled 6.2% vs non-disabled 2.8%</p> <p>Underemployed – No information that was found was useful data in line with Edinburgh’s Fair Work Agenda and in line with CCP service level agreement for the need and drive to support organisations to pay the Living Wage and to become accredited</p> <p>Labour Market Statistics for Disabled People, Gov. Scot 2022</p> <p>Race and Ethnicity</p> <p>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>

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Data on equality outcomes		<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"> • Scottish Government reports, • City of Edinburgh Council reports, • Edinburgh Poverty Commission, • Helix reports • Skills Development Scotland reports • Data sources (Nomis and Stat-Xplore), • Capital City Partnership, • SCVO
Research/ literature evidence		<p>The co-production covered stakeholders, service providers and citizens accessing services. Below is a brief summary of findings</p> <p>Client Survey Feedback Summary Key survey areas included:</p> <ul style="list-style-type: none"> • Challenges in finding work: participants mention various challenges such as low confidence, mental health issues, and language barriers. • Employability services used: participants listed services like employability courses, IT skills courses, and specific organisations. • Experience with services: participants provided feedback on their experiences with these services, including how they found them and what the outcomes were. • Preferences: there are questions about preferences for in-person vs. online support and the importance of having services tailored to individual needs. • Additional feedback: participants also had the opportunity to provide additional comments on their experiences and suggestions for future services. <p>Client Focus Group Feedback Summary:</p> <p>The survey underscores the importance of tailored, accessible, and holistic employability services. Key challenges include waiting lists, travel issues, and lack of childcare, all of which hinder individuals' ability to access necessary support. Clients value personalised and holistic services that cater specifically to their needs and appreciate the flexibility of both in-person and online options. Recommendations include increasing service capacity, offering localised and hybrid service models, securing unrestricted funding, and building robust practitioner networks. These changes would enhance the quality and accessibility of employability services, ultimately improving client outcomes.</p> <p>Stakeholder and Service Provider Feedback Summary:</p> <p>The analysis of responses from stakeholders and providers regarding employability services in Edinburgh highlights several key areas for improvement and focus. While there is a consensus that a substantial level of provision exists, there is a pressing need to enhance the targeting of these services to specific areas and demographics, such as those in low-income neighbourhoods or individuals with additional support needs. Common barriers faced by service users include mental health issues, housing challenges, health conditions, and</p>

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		<p>difficulties faced by non-UK citizens regarding sponsorship. The types of support most in demand include childcare assistance, financial support for both employed and unemployed individuals, and career preparation services like CV building and interview coaching. Respondents stress the importance of providing holistic support, integrating services that address mental health, budgeting, and childcare to better meet the needs of the community. Lastly, there is a significant call for tailoring services to specific demographic needs, ensuring that these tailored services are accessible and that users are aware of the available resources. Addressing these areas could enhance the effectiveness and reach of employability services in Edinburgh.</p> <p>Ethnicity and Employment Round Table Analysis Summary: The insights from the Ethnicity and Employability Round Table event provide a comprehensive understanding of the challenges and needs faced by ethnic minority clients in accessing employability services and support. The responses suggest a balanced approach, combining bespoke services where necessary with efforts to make universal services more inclusive and accessible.</p>
Public/patient/client experience information		<p>The co-production covered stakeholders, service providers and citizens accessing services. Below is a brief summary of findings</p> <p>Client Survey Feedback Summary Key survey areas included:</p> <ul style="list-style-type: none"> • Challenges in finding work: participants mention various challenges such as low confidence, mental health issues, and language barriers. • Employability services used: participants listed services like employability courses, IT skills courses, and specific organisations. • Experience with services: participants provided feedback on their experiences with these services, including how they found them and what the outcomes were. • Preferences: there are questions about preferences for in-person vs. online support and the importance of having services tailored to individual needs. • Additional feedback: participants also had the opportunity to provide additional comments on their experiences and suggestions for future services. <p>Client Focus Group Feedback Summary: The survey underscores the importance of tailored, accessible, and holistic employability services. Key challenges include waiting lists, travel issues, and lack of childcare, all of which hinder individuals' ability to access necessary support. Clients value personalised and holistic services that cater specifically to their needs and appreciate the flexibility of both in-person and online options. Recommendations include increasing service capacity, offering localised and hybrid service models, securing unrestricted funding, and building robust practitioner networks. These changes would enhance the quality and accessibility of employability services, ultimately improving client outcomes.</p>

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Evidence of inclusive engagement of people who use the service and involvement findings		<p>Co-Production – see above</p> <p>Continual co-production with service users will be written into the contracts to ensure that they remain relevant to service users and their needs.</p>
Evidence of unmet need		See above
Good practice guidelines		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.

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		Providers seeking City of Edinburgh Council funding are expected to hold or be working towards the Charter . Annual contract management checks will ensure that the level of service is maintained and improved.
Carbon emissions generated/ reduced data		N/A
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?

Equality, Health and Wellbeing and Human Rights	Affected populations
<p>Positive</p> <p>Data-driven decision making: The Helix management information system captures individual data, allowing for better analysis of demographics and needs of different population groups. This helps in making informed decisions based on evidence.</p> <p>Targeted support for protected groups: Various grants and services (e.g., All in Edinburgh for disabled people, NOLB Stage 1 service for young people, ASN Stage 1 for additional support needs, Encompass for those with barriers like homelessness, Advance for low-paid workers) provide specialised assistance to vulnerable and protected groups.</p> <p>Funding for parents: The Scottish Government's separate allocation for parental employability under the Child Poverty</p>	<p>Older people and people in their middle years</p> <p>Young people and children</p> <p>Men (include trans men), Women (include trans women) and non-binary people. (Include issues relating to pregnancy and maternity including same sex parents)</p> <p>Disabled people (includes physical disability, learning disability, sensory loss,</p>

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<p>fund positively impacts parents, with a historical emphasis on this group.</p> <p>Ethnically diverse project support: Active efforts to support ethnically diverse projects, including ethnic diversity co-production events, have increased engagement and understanding of grants and processes.</p> <p>Geographic inclusivity: There is a focus on ensuring that services cover city-wide areas, including rural and semi-rural locations, and encouraging projects to provide hybrid methods (online and phone access) to increase access.</p> <p>Increased grant maximum: Following feedback, the grant cap was increased from £75k to £100k to address the rising cost of living and Fair Work requirements, ensuring organizations can meet their staffing needs.</p> <p>Fair Work principles: All funded organizations must commit to Fair Work principles, which promote better working conditions for staff.</p> <p>Parental and family support: The Child Poverty fund focuses on priority family groups such as lone parents, large families, and families with a child under 1, helping reduce poverty-related disadvantages.</p> <p>Hybrid service delivery: Encouraging hybrid methods for service delivery ensures better access for clients who may face barriers to in-person services, particularly in rural areas</p> <p>There are several contracts and grants that are separate to this NOLB process that support specific client groups. This includes:</p> <p>All in Edinburgh: Supporting clients with a disability or long-term health condition.</p> <p>NOLB Stage 1 service: support young people at risk of not achieving a positive destination upon leaving school.</p> <p>ASN Stage 1 service: Supporting young people with additional support needs.</p> <p>Encompass: supporting clients with barriers, including, drug and alcohol-related issues, homelessness and other complex needs.</p> <p>Advance: Supporting people around low pay and in-work support.</p>	<p>long-term medical conditions, mental health problems)</p> <p>Minority ethnic people (includes Gypsy/Travellers, migrant workers, non-English speakers)</p> <p>Refugees and asylum seekers</p> <p>People with different religions or beliefs (includes people with no religion or belief)</p> <p>Lesbian, gay, bisexual and heterosexual people</p> <p>People who are unmarried, married or in a civil partnership</p> <p>Care experienced children and young people</p>

Equality, Health and Wellbeing and Human Rights	Affected populations
<p>The level of interest from providers in this grant process so far means we'll have decisions to make about best use of money. While the application process is still live, there are currently 75 unique draft applications. In the previous grant application process in 2021, there were 48 drafts in total.</p> <p>Lots of work has been done to encourage ethnically diverse projects in the last few years. There is now active support provided to these projects to understand the grants process and to encourage applications. This included an ethnic diversity co-production event to understand the needs of the providers and the clients.</p> <p>We must also be mindful that Specialist Employment Support is a key focus for the Scottish Government for next year but there are currently no details. There may be additional resource coming or may be covered under our existing specific provision.</p>	
<p>Negative</p> <p>The short-term nature of funding allocations from the Scottish Government creates challenges for Local Authorities and providers. This affects long-term planning, staff recruitment, and retention.</p> <p>Providers face difficulties in planning for staffing (recruitment, redundancy) due to the uncertain and short-term nature of funding, which could negatively impact service delivery and workforce stability.</p> <p>With the discontinuation of the Young Person's Guarantee, there is concern that young people may not receive the necessary support unless funding is properly allocated under this programme</p> <p>Rural and semi-rural areas have historically struggled with service engagement due to transport issues and limited resources, creating challenges for people without access to public or private transport.</p> <p>Despite efforts, barriers such as language, cultural differences, and underrepresentation in services could still limit the accessibility of support for minority ethnic groups.</p> <p>Low-income individuals, those experiencing homelessness, and people receiving pensions are vulnerable to economic</p>	<p>Older people and people in their middle years</p> <p>Young people and children</p> <p>Men (include trans men), Women (include trans women) and non-binary people. (Include issues relating to pregnancy and maternity including same sex parents)</p> <p>Disabled people (includes physical disability, learning disability, sensory loss, long-term medical conditions, mental health problems)</p> <p>Minority ethnic people (includes Gypsy/Travellers, migrant workers, non-English speakers)</p> <p>Refugees and asylum seekers</p> <p>People with different religions or beliefs</p>

Equality, Health and Wellbeing and Human Rights	Affected populations
shocks or funding changes that could reduce access to necessary support services.	<p>(includes people with no religion or belief)</p> <p>Lesbian, gay, bisexual and heterosexual people</p> <p>People who are unmarried, married or in a civil partnership</p> <p>Care experienced children and young people</p>
Environment and Sustainability including climate change emissions and impacts	Affected populations
<p>Positive</p> <p>Efforts to distribute services across geographic areas (city-wide or localities). As part of the application scoring and moderation meetings, consideration will be given to how services will engage in rural locations. Encouraging projects to provide support through hybrid methods, such as online meetings and phone calls will ensure there is access to services when projects are not physically located. It is still essential to ensure a person-centred approach to accessing services. Clients should be able to access services virtually or in person, depending on what works for them.</p>	<p>Rural/semi-rural communities</p> <p>Urban communities</p> <p>Coastal communities</p> <p>Business community</p>
<p>Negative</p> <p>Rural areas may experience less access to services due to limited transport links and service availability.</p>	<p>Rural/semi-rural communities</p> <p>Urban communities</p> <p>Coastal communities</p> <p>Business community</p>
Economic	Affected populations
<p>Positive</p> <p>Edinburgh's blended employability programme provides an accessible approach to provide in work support for those in poverty and for those at risk of poverty, homelessness and substance abuse</p> <p>Dedicated funding through the Child Poverty allocation supports vulnerable family groups.</p> <p>Pensioners benefit indirectly from employment support for younger populations.</p>	<p>People with low or no wealth, on low income, unemployed, or receiving benefits</p> <p>Lone parents, large families, families with children under 1</p> <p>People in receipt of pensions</p>

Economic	Affected populations
<p>Staff benefit from Fair Work principles and increased funding for providers.</p>	<p>Homeless people, carers, people with low literacy/numeracy, those involved in criminal justice system</p> <p>Staff with protected characteristics (Full-time, part-time, shift workers)</p> <p>People with substance use issues or other complex needs</p>
<p>Negative</p> <p>Economic downturns or funding cuts could disproportionately affect low-income individuals and those relying on social support systems.</p> <p>Other groups might receive less attention due to prioritization of funding for family categories.</p> <p>Pensions may not keep pace with the cost of living, especially in marginalized or low-income areas.</p> <p>Limited resources could hinder access to specialized services for vulnerable populations.</p> <p>The short-term nature of funding allocations makes staff recruitment and retention challenging, affecting service continuity.</p> <p>Lack of sustained funding may create gaps in support for those transitioning out of care.</p> <p>If funding is cut or reallocated, vulnerable groups may lose access to crucial services.</p>	<p>People with low or no wealth, on low income, unemployed, or receiving benefits</p> <p>Lone parents, large families, families with children under 1</p> <p>People in receipt of pensions</p> <p>Homeless people, carers, people with low literacy/numeracy, those involved in criminal justice system</p> <p>Staff with protected characteristics (Full-time, part-time, shift workers)</p> <p>Care-experienced individuals, those leaving care settings</p> <p>People with substance use issues or other complex needs</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?

All grants 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.

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
Identification of the priority target groups prior to the moderation meetings to ensure informed decisions are made on the split of the spend to reduce the chance of service gaps	Craig Dutton CCP Head of Contracts and Grants	Nov 2024	
Active support provided to ethnically diverse projects to understand the grants process and to encourage applications. This included an ethnic diversity co-production event to understand the needs of the providers and the clients	CCP	October 2024	
There is a focus on ensuring that services cover city-wide areas, including rural and semi-rural locations, and encouraging projects to provide hybrid methods (online and phone access) to increase access.	Edin Council/CCP	ongoing	
Continuing to voice concerns to Scottish Government over the uncertainty and short term nature of funding	Philip Ritchie BG&I Contract and Programme Manager	ongoing	
It's important to ensure that service delivery is available city wide. As part of this programme, there is a question in the application around the localities that each project will work to. This data will show the spread across the city. Many applications state that they are city-wide	Craig Dutton CCP Head of Contracts and Grants	November 2024	
There is a growing issue around people with language barriers in Edinburgh. We need to make sure that this is considered as part of the moderation	Craig Dutton CCP Head of Contracts and Grants	November 2024	

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 Helix management information system captures individual data, allowing for better analysis of demographics and needs of different population groups. This helps in making informed decisions based on evidence.

16. Sign off by Head of Service

Name Elin Williamson

Date 12/11/2024

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/