

Appendix 4: Equality and Socio-Economic Impact Assessment

Section 1: About the proposal

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| Title of Proposal |
| Argyll and Bute Employability Partnership (ABEP) Delivery Plan, 2022-25. |

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| Intended outcome of proposal |
| Employability services in Argyll and Bute brings together partners and organisations to identify opportunities, align priorities, learn from each other, develop valued services and ultimately add value to every engagement with supported individuals. |

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| Description of proposal |
| The Delivery Plan presents an outline of the planned employability infrastructure and provision over the next three years across Argyll and Bute on behalf of the ABEP. |

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| Business Outcome(s) / Corporate Outcome(s) to which the proposal contributes |
| <p>This Delivery Plan will contribute to the six longer-term outcomes outlined in the Argyll and Bute CPP, Local Outcome Improvement Plan, as follows:</p> <ol style="list-style-type: none">1. The economy is diverse and thriving.2. We have infrastructure that supports sustainable growth.3. Education, skills and training maximises opportunities for all.4. Children and young people have the best possible start.5. People live active, healthier and independent lives.6. People live in safer and stronger communities. <p>These outcomes will support the overall CPP objective of “Argyll and Bute’s economic success is built on a growing population” and national policy priorities.</p> <p>For the Delivery Plan, particular focus is given to Outcome 3 as to what partners can offer to support individuals to participate in education, skills development and training. Strong partnership working with employers (public, private and third sector) is essential to provide opportunities for work experience to directly help individuals make informed choices on the training and employment options open to them and by doing so allow individuals to gain their first critical experience of the world of work.</p> |

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| Lead officer details: | |
| Name of lead officer | Ishabel Bremner |
| Job title | Economic Growth Manager |
| Department | Development & Economic Growth |
| Appropriate officer details: | |
| Name of appropriate officer | Kirsty Flanagan |
| Job title | Executive Director |
| Department | |
| Sign off of EqSEIA | <i>Kirsty Flanagan</i> |
| Date of sign off | 14 th June 2022 |

Who will deliver the proposal?

The membership of the ABEP will deliver the Delivery Plan, 2022-25, which includes representatives from the following organisations:

- Argyll and Bute Council services including: Economic Growth (includes the Employability Team) and Growing Our Own;
- Live Argyll;
- Argyll and Bute Health and Social Care Partnership;
- Skills Development Scotland;
- Department for Work and Pensions (DWP);
- UHI Argyll;
- Developing Young Workforce (DYW) Argyll;
- Argyll and Bute Third Sector Interface (TSI);
- Highlands and Islands Enterprise (HIE)
- Scottish Qualifications Authority (SQA);
- WorkingRite;
- Fyne Futures Ltd;
- Clyde Fishermen's Association/Trust; and
- InspirAlba.

Section 2: Evidence used in the course of carrying out EqSEIA

Consultation / engagement

Initial improvements highlighted in the ABEP Improvement Action Plan, 2021-22, report and recommendations from the consultancy work on the Improvement Action Plan, which included engagement with key partners and stakeholders, have been factored into the content and actions for this Delivery Plan

The Improvement Action Plan, 2021-22, was pulled together based on collective feedback (collated by the Improvement Service) from the self-assessment reviews undertaken by ABEP members. This was followed by a 'Consensus Session on Actions for Improvement' on 16th June 2021 and an 'Action Planning Workshop' on 28th July 2021, both of which were facilitated by Scottish Government officials. The ABEP Improvement Action Plan, was then finalised by ABEP members at the partnership meeting on 1st September 2021. The ABEP Improvement Action Plan was endorsed by the Argyll and Bute Community Planning Partnership on 29th September 2021.

Data

Data in the Delivery Plan has been extracted from the Data Toolkit developed on behalf of Local Employability Partnerships by the Improvement Service, Scottish Local Authorities Economic Development (SLAED) groups and the Glasgow City Region Intelligence Hub

Other current data sources include:

- Office of National Statistics: NOMIS – official labour market statistics (one month in arrears)
- DWP - real-time unemployment statistics
- Skills Development Scotland: Participation Measurement, 16+ Data Hub & Regional Skills Assessment
- Argyll and Bute Council Research Group, which includes external stakeholders such as representative from the NHS and Highlands and Islands Enterprise (HIE)
- UHI Argyll.

Other information

Employability information is captured in the Argyll and Bute Child Poverty Action Plan, the CLP Strategic Partnership Action Plan, 2021-2024 and the evolving Action Plan for Economic and Social Recovery. The whole people and skills agenda is a key focus to enable the economic and social recovery of Argyll and Bute to be able to retain and retrain, reskill and upskill its population across its many remote rural and island communities.

Gaps in evidence

The ABEP recognises that through stronger and more collaborative partnership working, focused on a place-based person-centred approach, will help to ensure suitable opportunities for individuals of all ages and capabilities through tackling socio-economic disadvantage, inequalities and removing multiple barriers to securing sustainable employment

Section 3: Impact of proposal**Impact on service users:**

| | Negative | No impact | Positive | Don't know |
|-----------------------------------|----------|-----------|----------|------------|
| Protected characteristics: | | | | |
| Age | | | √ | |
| Disability | | | √ | |
| Ethnicity | | | √ | |
| Sex | | | √ | |
| Gender reassignment | | | √ | |
| Marriage and Civil Partnership | | | √ | |
| Pregnancy and Maternity | | | √ | |
| Religion | | | √ | |
| Sexual Orientation | | | √ | |
| Fairer Scotland Duty: | | | | |
| Mainland rural population | | | √ | |
| Island populations | | | √ | |
| Low income | | | √ | |
| Low wealth | | | √ | |
| Material deprivation | | | √ | |
| Area deprivation | | | √ | |
| Socio-economic background | | | √ | |
| Communities of place | | | √ | |
| Communities of interest | | | √ | |

If you have identified any impacts on service users, explain what these will be.

The overarching objective is to ensure suitable opportunities for individuals of all ages and capabilities based on tackling socio-economic disadvantage, inequalities and removing multiple barriers to securing sustainable employment. Inclusive growth lies at the heart of this Delivery Plan where partner activity will contribute to the Scottish Government's No One Left Behind policy direction, with a focus in Argyll and Bute on ensuring 'No Business Left Behind' and 'No Community Left Behind'.

If any 'don't know's have been identified, at what point will impacts on these groups become identifiable?

N/A

Impact on service deliverers (including employees, volunteers etc):

| | Negative | No impact | Positive | Don't know |
|-----------------------------------|----------|-----------|----------|------------|
| Protected characteristics: | | | | |
| Age | | | √ | |
| Disability | | | √ | |
| Ethnicity | | | √ | |
| Sex | | | √ | |
| Gender reassignment | | | √ | |
| Marriage and Civil Partnership | | | √ | |
| Pregnancy and Maternity | | | √ | |
| Religion | | | √ | |
| Sexual Orientation | | | √ | |
| Fairer Scotland Duty: | | | | |
| Mainland rural population | | | √ | |
| Island populations | | | √ | |
| Low income | | | √ | |
| Low wealth | | | √ | |
| Material deprivation | | | √ | |
| Area deprivation | | | √ | |
| Socio-economic background | | | √ | |
| Communities of place | | | √ | |
| Communities of interest | | | √ | |

If you have identified any impacts on service deliverers, explain what these will be.

The overarching objective is to ensure suitable opportunities for individuals of all ages and capabilities based on tackling socio-economic disadvantage, inequalities and removing multiple barriers to securing sustainable employment. Inclusive growth lies at the heart of this Delivery Plan where partner activity will contribute to the Scottish Government's No One Left Behind policy direction, with a focus in Argyll and Bute on ensuring 'No Business Left Behind' and 'No Community Left Behind'.

If any 'don't know's have been identified, at what point will impacts on these groups become identifiable?

N/A

How has 'due regard' been given to any negative impacts that have been identified?

N/A

Section 4: Interdependencies

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| Is this proposal likely to have any knock-on effects for any other activities carried out by or on behalf of the council? | Yes |
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| Details of knock-on effects identified |
| The actions outlined in the Delivery Plan will contribute to the employability information captured in the Argyll and Bute Child Poverty Action Plan, the CLP Strategic Partnership Action Plan, 2021-2024 and the evolving Action Plan for Economic and Social Recovery. The whole people and skills agenda is a key focus to enable the economic and social recovery of Argyll and Bute to be able to retain and retrain, reskill and upskill its population across its many remote rural and island communities. |

Section 5: Monitoring and review

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| How will you monitor and evaluate the equality impacts of your proposal? |
| Data will be used to measure the impact of how the ABEP activity is narrowing the inequalities gap. As the Delivery Plan is a working document, equality impacts will be updated, monitored and evaluated on an ongoing basis. |