EQUALITY IMPACT ASSESSMENT (EIA)
SCREENING FORM

1. ## Introduction to the EIA process

   A successful EIA will look at 5 key areas:
   - **Identify the Policy / Service to be assessed** – a clear definition of the policy / service and its aims;
   - **Screening -** Collect data to evidence the type of barriers people face to accessing services (research, consultations, complaints and/or consult with equality groups;
   - **Prioritising Impact** – reaching an informed decision on whether or not there is a differential impact on equality groups, and at what level,
   - **Action Planning**– develop an action plan to make changes where a negative impact has been assessed
   - **Measuring outcomes** – stating how you will monitor and evaluate the policy / service to ensure that you are achieving the expected outcomes for all groups.

2. ## Name of the policy / service :

   Glasgow's ESF Employability Pipeline

3. ## List main activities of the policy / service :

   Through the European Structural Funds 2014-2020 European Social Fund programme, Glasgow Community Planning Partnership has been allocated £7,524,000 for the delivery of an employability pipeline for the city. This must attract an additional 60% match funding, taking the overall amount to £18,810,000. In terms of ESF, the delivery of the employability programme sits under **thematic objective 8** – promoting sustainable and quality employment and supporting labour market mobility and **investment priority 8i** – access to employment for jobseekers and inactive people including the long term unemployed and people far from the labour market. All 5 stages of the employability pipeline will be delivered to achieve **specific output indicator SO11** – provide direct routes to sustainable employment for unemployed and inactive people with multiple barriers. This is the broad delivery framework for Glasgow's employability pipeline as set out by ESF.

   The development, procurement, and monitoring of Glasgow's ESF Employability Pipeline is being undertaken by the Economic Development Division of Glasgow City Council Development and Regeneration Services on behalf of Glasgow's Community Planning Partnership. The fundamental aim of Glasgow's employability pipeline will be to enhance mainstream employability provision in the city by engaging and supporting people with multiple barriers who are furthest from the labour market and whose needs are traditionally not met by mainstream employment programmes.

   The pipeline will seek to engage **8,536 individuals** and support 1,707, or 20%, into employment. Targets have also been set for supporting participants into training and education, and for sustaining employment.

Following a best value review, 15% of the funding has been allocated to services internal to the Council working with disadvantaged and vulnerable young people with learning disabilities, care experienced and those at risk of offending.

The remaining 85% of the funding will be competitively tendered through the OJEU commencing 15th April 2016.

In order to determine how to best target the remaining resources at those city residents furthest from the labour market, an in-depth profiling exercise was undertaken drawing on a range of evidence and data sources including; expressions of interest submitted in 2015, performance of the previous employability pipeline, census and ONS data, strategies targeting particular groups or barriers, current service provision addressing those barriers, consultation with those services and consultation with residents in the city with experience of poverty and unemployment.

This identified that the following groups would benefit most from the programme due to being underrepresented both within mainstream employability programmes and the labour market: long term unemployed people with disabilities, mental health conditions, addiction issues, health conditions, an offending history, or who are homeless. In addition, the pipeline will also target resources on disadvantaged lone parents, ethnic minority groups, young people and older people. People supported through the pipeline will be predominantly over the age of 25, reflecting the level of funding targeting young people currently available from other sources. Where young people are supported they will have more complex issues e.g., be care experienced, have learning disabilities or offending backgrounds.

Recognising that people within these groups or who experience these barriers will have a spectrum of support needs; the tendering of the remaining 85% of the programme will be structured in the following way.

1. **A single higher volume service** that will target people who require some additional support and expertise to address their barriers and to progress towards and into employment. People may find that they require more support than is available from mainstream employment services. They may also be at a positive stage of recovery but still further from the labour market than those who use mainstream services and are unemployed but not experiencing additional barriers. This service will be required to provide equitable support to individuals with experience of a range of barriers and issues associated with being/ having or identifying as: in recovery from addiction; disabled; from a disadvantaged ethnic minority group; mild to moderate health condition; homeless; learning difficulty; lone parent; mental health condition; offending background.

2. **Nine specialist services** for people whose support needs are more severe and enduring and therefore require dedicated, intensive, specialist support and interventions which cannot be met by a higher volume service. These services will focus on one significant primary barrier; people will also have at least one additional barrier to work. These services will offer an integrated approach which identifies and addresses primary and additional barriers and joins up services which support people experiencing those barriers. The primary barriers are: addiction; disability (including hearing or sight loss); disadvantaged ethnic minority; long term and/or chronic health conditions; homeless; learning disability; lone parent; severe and/or enduring mental health condition; offending background

Fundamental to the approach of the whole programme will be strong emphasis on **equalities and inclusion of people from all protected characteristic groups** across all services namely: age, gender, ethnic origin, religion or belief, disability and sexual orientation. The selection

of delivery agents will consider inclusion of equalities groups. Providers will be selected on evidence of understanding and track record of working with equalities groups. Whilst they may target a specific equalities and/or socially excluded group (e.g., lone parents or offenders) all providers will be required to demonstrate commitment and practice around improving access and progression of all equalities groups. This might include, but not be limited to, detailing how they will address engagement and barriers to participation for people with protected characteristics such as people with disabilities. Similarly in relation to people from ethnic minority groups what steps will they proactively take to ensure that language and/or cultural issues are not a barrier to participation.

4. **Who will be the main beneficiaries of the policy / service:**

As above, city residents who are long term unemployed and have multiple barriers and/or issues and are underrepresented within mainstream employment programmes and the labour market. Specifically the beneficiaries of the employability pipeline will have experienced a range of barriers and issues associated with having an addiction; being disabled; being from a disadvantaged minority ethnic group; having a health condition (mild to moderate through to severe enduring), being homeless, having a learning difficulty /learning disability, being a lone parent, having a mental health condition, having an offending background.

5. **Name of officer completing policy / service screening**

_Kim Murphy_____DATE_____ _____

6. **Screening Verified by**

_Alison McCrae_____DATE_____ _____

EVIDENCE/ENGAGEMENT
The best approach to find out if the policy / service is likely to impact negatively or positively on equality groups is to look at existing research, previous consultation recommendations, studies or consult with representatives of those groups. This will provide you with what do you need to know that will provide you with evidence of the needs of the diverse population and their needs.

Please name any research, data, consultation or studies referred to for this assessment:	Please state if this reference refers to; Gender, BME, Disabled people, LGBT, older people, children & young people	Do you intend to set up your own consultation? If so, please list the main issues that come from this

	or faith & belief.	consultation.
Scottish Government Economic Strategy	Gender, disabled people, ethnic minorities and young people	
NOMIS	Disabled people, young people, older people, gender, ethnicity	
Census	Gender, BME, Disabled people, older people, younger people, religion, marriage and civil partnership	
2011 Census Results and Glasgow's Economy, GCC Committee Paper, Nov 2015	Age, Sex	
Analysis of performance of previous pipeline programme	Age, gender, ethnicity, disability, marital status, young people, older people	
GCPP SOA	Young people,	
Youth Review	Young people, gender, BME	
Glasgow's Population by Ethnicity, GCC Committee Report, Sept 2015	Ethnicity, religion	
Glasgow ADP Recovery and Prevention Strategy	Gender, age	
Glasgow Homelessness Strategy and GHN Annual Online Data Management Monitoring Report 2014/2015	Age, gender, BME	
CJA Liberation Data and CJSW Carefirst data	Age, Gender, disability,	
Dispelling the myths: Roma in Glasgow	Ethnic minorities, age, gender, young people	
Poverty and Ethnicity in Scotland (JRF)	Ethnicity, age, gender	
Exploring the impacts of the UK government's welfare reforms on lone parents moving into work May 2014	Age, gender, BME	
Hard Work, Hard Times	Age, gender, BME, young people, disability, marital status	
Glasgow City Council Mapping of Integration Networks under the Integrated Grant Fund, 2015	Age, gender, ethnicity	
A Study of Black Minority Ethnic (BME) Service User Distribution by Integration Network Area, Oct 2010	BME, gender, marital status	
Evaluation of Holistic Integration Service Year 1&2	Age, gender, ethnicity	
Refugee Integration in Scotland Report, 2011 (data based on survey of 262 refugees in Glasgow)	Age, gender, disability	

Poverty Leadership Panel, Work and Worth Workstream, Working it Out Report, July 2016	Disability, BME, gender	
PLP, Work and Worth Workstream, Flash Survey March 2016	Age, gender, disability	
Keys for Life, Scotland's Learning Disability Strategy	Disability	

DIFFERENTIAL IMPACT

Use the table below to tick where you think the policy / service has either a negative impact (could disadvantage them) or a positive impact (contributes to promoting equality or improving relations within a equality group), based on the evidence you have collated

There are too many faith groups to provide a list, therefore, please input the faith group e.g. Muslims, Buddhists, Jews, Christians, Hindus, etc. Consider the different faith groups individually when considering positive or negative impacts.

		Positive Impact – it could benefit an equality group	Good Practice/Promotes Equality or improved relations	Negative Impact – it could disadvantage an equality group	Reason
GENDER	Women	Yes	Note: The pipeline programme has the potential to actively promote equality of opportunity in relation to accessing employment, training and education and reducing poverty/in-work poverty. This will be monitored and actively promoted with providers when the programme is up and running post-procurement. Indicative timescale: Sept 2016.		As noted above, the employability pipeline is underpinned by a strong emphasis on equalities and inclusion of people from all protected characteristic groups across all services namely: age, gender, ethnic origin, religion or belief, disability and sexual orientation. As the programme is in the process of being procured it will be necessary to revisit this assessment once the programme is procured to ensure all characteristics are fully covered across

		Positive Impact – it could benefit an equality group	**Good Practice/Promotes Equality or improved relations**	**Negative Impact – it could disadvantage an equality group**	**Reason**
					all the individual providers and at a programme level. See actions below.
	Men	Yes	As above		As above
RACE	White	Yes	As above		As above
	Asian	Yes	As above		As above
	African/Caribbean	Yes	As above		As above
	Other ethnic group	Yes	As above		As above
	Mixed or multiple ethnic group	Yes	As above		As above
DISABILITY	Physical disability	Yes	As above		As above
	Sensory Impairment (sight, hearing,)	Yes	As above		As above
	Learning Disability	Yes	As above		As above
	Mental Health Issues	yes	As above		As above
LGBT	Lesbians, Gay Men, Bisexual, Transgender	Yes	As above		As above
AGE	Older People (60 +)	yes	As above		As above

		Positive Impact – it could benefit an equality group	Good Practice/Promotes Equality or improved relations	Negative Impact – it could disadvantage an equality group	Reason
	Younger People (16-25)	Yes but with a focus on those with the most complex issues	As above		As above
	Children (0-16)	No as not of working age	As above		As above
RELIGION & BELIEF *from census profile 2011 for Glasgow city	Christian Muslim Buddhist Sikh Jewish Hindu Other religion No religion	Yes	As above		As above
MATERNITY AND PREGNANCY		Yes	As above		As above
GENDER REASSIGNMENT		Yes	As above		As above
Other (e.g. caring responsibilities)	Lone Parents	Yes	As above		As above

Continue to answer or tick the following questions where the initial screening (above) indicated that there may be a negative impact on certain equality groups. ** Equality Legislation listed a back of this document.

IMPACT	YES	NO
HIGH		
There is substantial evidence and/or concern that people from different groups or communities are (or could be) differently affected by the policy / service.		

MEDIUM		
There is some evidence and/or some concern that people from different groups or communities are (or could be) differently affected	Yes	
LOW		
There is little or no evidence that some people from different groups or communities are (or could be) differently affected.		
Does the negative impact breach any of the equality legislation? **	Potentially	
	Immediately	**Within next 6 months**
The negative impact requires action to be taken		Requires monitoring once pipeline is fully operational

TAKING ACTION

SCREENING ACTION PLAN

Policy / service name	Issues	Action Required	Lead Officer	Timescale	Completed/date of review
Glasgow's ESF Employability Pipeline	Could you remove the negative impact from the project, policy or strategy?	Bidders will be assessed on how well they address cross-cutting equalities issues in their applications. All will be required to demonstrate commitment and practice around monitoring of equalities information and improving access and progression of	Alison McCrae	June 2016 and ongoing	July 2016

		equalities groups.			
		Post-procurement the coverage of protected characteristics will be reviewed in all bids and action taken to address any gaps prior to grant award.			
		Once all contracts are in place, a partnership network will be established. Experts from within the partnership and externally will be recruited to raise awareness, share practice and develop realistic equalities action plans for building the capacity of each delivery agent.			
		The MIS for the programme will be analysed at programme and individual project level to assess representation of protected characteristics. The team responsible for monitoring the programme will also monitor provider's equalities action plans.			

		As required development plans will be put in place supported by Development Officers from the Adult Employment Team in DRS Economic Development.			
	Could you change the project, policy or strategy to have a positive impact?				
	If you can do neither of the above, please recommend the next steps to be taken.				

MEASURING OUTCOMES

The equality impact assessment screening is not an end in itself but the start of a continuous monitoring and review process.

It is our responsibility to identify any current, new or developing issues raised by the community.

Legislation

The UK Government's Equality Act 2010 replaces the existing equality legislation and brings anti-discrimination laws together in a single Act. It simplifies the law and removes inconsistencies making it easier for people to understand and comply with it. The Equality Act protects people on the basis of protected characteristics specified in the Act. These are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

A key measure within the Act is the Public Sector **Equality Duty** which came into force on 5 April 2011. This Duty requires public bodies to be pro-active in tackling discrimination by eliminating discrimination, pro-actively promoting equality of opportunity and by fostering good relations between those who share a protected characteristic and those who do not. The intention is to prevent discrimination by bringing equality into the mainstream and taking the Equality Duty into consideration before, during and while making a decision on the development of policy options

The Equality Duty is supported by the **specific duties** set out by Scottish Ministers to apply to some public authorities including local authorities. The specific duties require public bodies to publish information to show their compliance with the Equality Duty.

One of the specific duties relates to Equality Impact Assessment. Public Authorities in Scotland are required to carry out impact assessments of any proposed new or revised policy or practice. "Policy" is used as shorthand for a range of different types of functions including strategies, plans, services or proposals as well as provisions, criteria and practices. For example, setting budgets, developing high-level strategies, changing organisational practices such as internal restructuring or proposals for any of the above.

Impact assessments should be based on relevant evidence and the results should be published,