

Equality & Poverty Impact Assessment 00101 (Version 1)

SECTION ONE: ESSENTIAL INFORMATION

Service & Division:	Development Services Planning & Economic Development	Lead Officer Name:	Fiona McFarlane
		Team:	ETU
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Proposal:	Re-focussing and Reduction of Services : ETU	Reference No:	DV33

What is the Proposal?	Budget & Other Financial Decision	Policy (New or Change)	HR Policy & Practice	Change to Service Delivery / Service Design
	Yes	No	Yes	Yes
Who does the Proposal affect?	Service Users	Members of the Public	Employees	Job Applicants
	Yes	No	Yes	Yes
Other, please specify:				

Identify the main aims and projected outcome of this proposal (please add date of each update):	
11/02/2019	<p>This savings option introduces a change in the approach to service delivery by ETU in Modern Apprenticeship programme delivery involving Children’s Services and Adult Social Work Services. Cost savings are to be delivered from ETU core revenue budget</p> <p>At present ETU funds SVQ Assessors in Children’s Services and Adult Social Services and in addition contributes towards wages of Social Care Modern Apprentices, these will be at risk as a result of the saving. This will have a consequential reduction in capacity for the Council to generate income to contribute towards training costs.</p> <p>The ETU core budget savings of £152k will mean the removal in 2019/20 (year 1) of:</p> <ul style="list-style-type: none"> • Modern Apprenticeship Support for Social Care (20 MAs per annum at a net cost of £88,000) • Early Years Care (45 MAs per annum at a net cost of £64,000). <p>As a consequence of this proposal there would be an adverse impact on pathways for work based learning (employed status) and positive school leaving destinations. There will also be a potential impact on partnership working with local employers as a potential flow of skilled labour is diminished via this route way.</p> <p>The delivery of the Modern Apprenticeship National Contract targets would be at risk.</p> <p>The negative impact on strategic priorities is a consequence of the proposed cuts as these services positively contribute to the Councils Child Poverty Duty, Equality Duty and Fairer Scotland Duty. The current council policies and commitment to employing and supporting Modern Apprentices, developing a diverse and inclusive workforce, tackling the root cause of poverty and enabling a Fairer Falkirk will be increasingly difficult to achieve within current budget savings proposals.</p>

SECTION TWO: FINANCIAL INFORMATION

For budget changes ONLY please include information below:			Benchmark, e.g. Scottish Average
Current spend on this service (£'0000s)	Total:	£122.8k Children's Service £159.2 Adult Social Work Services	
Reduction to this service budget (£'0000s)	Per Annum:	£110k saving option in 2019/20 (current cost £64k Children's Services £88k Adult Social Work Services)	
Increase to this service budget (£'000s)	Per Annum:		
If this is a change to a charge or concession please complete.	Current Annual Income Total:	£58.8k CS £71.2k ASW	Income from MA Contract and ESF is placed at risk as a result of this saving
	Expected Annual Income Total:		
If this is a budget decision, when will the saving be achieved?	Start Date:	01/04/2019	
	End Date (if any):	31/03/2020	

SECTION THREE: EVIDENCE

Please include any evidence or relevant information that has influenced the decisions contained in this EPIA. (This could include demographic profiles; audits; research; health needs assessments; national guidance or legislative requirements and how this relates to the protected characteristic groups.)

A - Quantitative Evidence

This is evidence which is numerical and should include the number people who use the service and the number of people from the protected characteristic groups who might be affected by changes to the service.

Falkirk Council is committed to developing a diverse and inclusive workforce and all age Modern Apprenticeships provide a pathway to employed status work based learning enabling unemployed individuals without qualifications to enter and progress in employment in two service areas (Early Years and Adult Social Care) where the need for workforce development and service demands are increasing:

Children's Services

In 2018/19 ETU supported 49 Level 3 Modern Apprentices (MA) from the Children Services - Given the Scottish Government Agenda of 1140 hours Early years Education by 2020 for all Age 3 and Looked After age 2 children, the Modern Apprentice programme has successfully contributed to the development and growth of qualified staff.

- see link to National Skills Investment Plan <http://www.skillsdevelopmentscotland.co.uk/media/44206/early-learning-and-children-sip-digital.pdf>

Social Work Services

In relation to the Adult Social Work 11 Level 2 MAs were supported through pre apprenticeship and MA programmes. The reason for the reduction in Adult Social Work places for year 2018/19 is related to maternity leave of the Assessor and failure to recruit on a short term basis.

From April 2019 - contingent liability to continue training exists for:

- 39 Early Years Care Modern Apprentices will be carried forward
- 2 Health and Social Care Modern Apprentices will be carried forward

New recruits are planned to commence from April with 12 New Early Years Modern Apprentices and 14 Social Care Modern Apprentices - This will be subject to budget being available and these positions are therefore at risk

In 2018/19 - 60 individuals were from protected groups with 90% of ETU clients also being covered by the new socio economic duty as they have poorer

outcomes and experience socio and economic disadvantage. In 2018 (4%) had Diagnosed ASN, (5%) had a Physical Disability, (2%) had a history of offending, (21%) had a health condition, (55%) had no qualifications, 100% no Vocational Qualifications, (4%) were Care Experienced, (2%) were workforce returners and (9%) were from Workless Households.

52 service users were 16 - 24 years with 8 aged 25+ and services to those young people may be at risk due to removal of National Minimum Wage (NMW) for age wages funding from Adult Social Work and Children's Services.

B - Qualitative Evidence

This is data which describes the effect or impact of a change on a group of people, e.g. some information provided as part of performance reporting.

Social - case studies; personal / group feedback / other

The reduction in budget will put at risk the delivery model as the support available to unemployed job seekers with low or no skills assisted into Modern Apprenticeships through the Council's funding will be reduced and is at high risk in some cases of being no longer available. The Council's Policy commitment to recruiting and supporting Modern Apprentices in Council Services will not be achieved and will have to be reviewed as a result. The Council will also have a reduced capacity to contribute to the development and supply of trained professionals into the local care sector market at a time when there are real recruitment challenges impacting negatively on service delivery and creating additional challenges. The budget reduction will also result in a squeezing out of job seekers who without additional support will find it almost impossible to access this type of employment.

A range of case studies, testimonials and review information is available as additional supporting evidence.

Best Judgement:

Has best judgement been used in place of data/research/evidence?

No

Who provided the best judgement and what was this based on?	
What gaps in data / information were identified?	There is a gap in comparative data with other Local Authorities although reports are available from COSLA and APSE in relation to the current position with the recruitment of Modern Apprentices. Health and Social Care/Early Years Care are two areas of growth.
Is further research necessary?	No
If NO, please state why.	It is unclear what value would be derived from any further research

SECTION FOUR: ENGAGEMENT

Engagement with individuals or organisations affected by the policy or proposal must take place

Has the proposal / policy / project been subject to engagement or consultation with service users taking into account their protected characteristics and socio-economic status?	Yes	
If YES, please state who was engagement with.	Engagement with Council Staff from Adult Social Work and Children's Services via corporate consultation	
If NO engagement has been conducted, please state why.		
How was the engagement carried out?	What were the results from the engagement? Please list...	
Focus Group	No	
Survey	No	
Display / Exhibitions	No	
User Panels	No	
Public Event	No	
Other: please specify	General discussions with partners and stakeholders in partnership meetings to discuss reductions and/or removal of the service.	
Has the proposal / policy/ project been reviewed / changed as a result of the engagement?	Yes	
Have the results of the engagement been fed back to the consultees?	Yes	
Is further engagement recommended?	Yes	

SECTION FIVE: ASSESSING THE IMPACT

Equality Protected Characteristics: What will the impact of implementing this proposal be on people who share characteristics protected by the Equality Act 2010 or are likely to be affected by the proposal / policy / project? This section allows you to consider other impacts, e.g. poverty, health inequalities, community justice, public protection etc.

Protected Characteristic	Neutral Impact	Positive Impact	Negative Impact	Please provide evidence of the impact on this protected characteristic.
Age			✓	93% (56) of current service users are 16 – 24 year old and whilst this is not a protected group, young people have disproportionately higher levels of unemployment and have been a national and local policy priority in terms of employability support. A reduction in funding will reduce capacity to work with school leavers and may put at risk the number progressing and sustaining positive destinations. Given the Scottish Government advertising campaigns for 1140 hours by 2020 and ongoing current Social Care advertising, the revised proposal will limit the flexibility and range of options available to young people not on a working age benefit and/or who do not have a qualifying period of unemployment 6 – 24 months and/or are unable to progress to sustainable employment within a 12 month period.
Disability			✓	30% (18) of ETU service users have some form of disability as defined by the Disability Discrimination Act. 21% (12) have Health Conditions, 5% (3) have physical disabilities whilst 4% (2) have ASN including learning disabilities as well as those with additional support for learning plans from education. This includes dyslexia, anxiety, Aspergers, ADHD etc
Sex	✓			25% of service users are male and 75% female Children's Services – 16% male and 84% female Adult Social Work – 9% male and 91% female
Ethnicity			✓	Core Funding supports additional resourcing for those for whom English is a second language adding additional costs to delivery which will be impacted upon by budget reductions. 1 client was supported with ESOL funding throughout her Employability Fund Programme and has since progressed to an MA with Children's Services undertaking an ELC MAL3 role
Religion / Belief / non-Belief	✓			Service users of all faiths and beliefs are welcomed to the programmes as the clients they support are reflective of all faiths and beliefs

Sexual Orientation	✓			Service users of all sexual orientations are welcomed to the programmes as the clients they support are reflective of all sexual orientations
Transgender	✓			Although there are no direct impacts on the current cohort of Children's Services and Adult Social Work Services clients, a number of young people who are transitioning gender have been provided with additional support services which would be affected by the reduction in budget . Whilst there is a negative impact number are small (2/3) and the impact can be mitigated
Pregnancy / Maternity	✓			3 (5%) of women have become pregnant during 2018/19 and following maternity leave have returned to complete their MA programmes
Marriage / Civil Partnership	✓			Service users of all marital status are welcomed to the programmes as the clients they support are reflective of all marital status
Poverty			✓	All ETU service users are unemployed on low income or benefits and 9% (5) are from workless households. Budget reductions will have a negative impact on the support available to those who have poorer outcomes limiting the person centred flexible support currently available.
Other, health, community justice, public protection etc.			✓	2% (1) of service users have a criminal conviction and ETU provides an innovative service in partnership with the Criminal Justice Service enabling those with offending behaviours to participate in employability support as part of the rehabilitation process. Budget reductions will reduce the flexibility in support arrangements – employability is recognised as a Community Justice Outcome leading to a reduction in re-offending 21% (13) service users have a health condition and good employment is seen as a contributing to national health outcomes. Reductions in funding impact on the ability to offer a tailored and flexible package of support. 4% (2) service users are care experienced and the ability to offer family firm approaches, enhanced and targeted support will be impacted upon by budget reductions.

Risk (Identify other risks associated with this change)

There is a financial risk to the Council as the funding provided will be dependent on outcomes achieved through the National Training Programme Contracts. In addition there is a reputational risk to the Council at a time when Scottish Government continue with national recruitment campaigns for Early Years. Falkirk Council will no longer be able to offer Modern Apprenticeships and pre apprenticeship/pre employment programmes for unemployed job seekers, Similarly there is reputational risk in terms of health and social care as recruitment challenges grow we withdraw from training a new supply of qualified workers.

The final risk is to the current delivery model implemented at ETU as progression pathways from pre employment programmes will be greatly reduced with some disappearing

Public Sector Equality Duty: Scottish Public Authorities must have 'due regard' to the need to eliminate unlawful discrimination, advance quality of opportunity and foster good relations. Scottish specific duties include:

	Evidence of Due Regard
Eliminate Unlawful Discrimination (harassment, victimisation and other prohibited conduct):	Due regard has been made and there is no unlawful discrimination as a result of the proposed budget cut.
Advance Equality of Opportunity:	There is a potential negative impact as those who have most difficulty in accessing services such as those with disabilities, health conditions and additional support needs will be affected. There will be a reduction in opportunities and options due to the removal Modern Apprenticeship opportunities for ETU clients participating in pre employment support in Children's and Adult Social Work Services. This impacts on the commitment to advance a more inclusive and diverse workforce.
Foster Good Relations (promoting understanding and reducing prejudice):	The ability to create alternative pathways, supported employment and tackle exclusion will be negatively impacted upon if there is no funding to support a collaborative model for the recruitment, development and progression of an all age Modern Apprenticeship Programme in Early Years and Adult Social Care as mainstream recruitment does not accommodate alternative entry routes.

SECTION SIX: PARTNERS / OTHER STAKEHOLDERS

Which sectors are likely to have an interest in or be affected by the proposal / policy / project?		Describe the interest / affect.
Business	Yes	There is likely to be less support available to employers and less young people being presented through a pre-apprenticeship/pre- employment and/or supported Apprenticeship Programme.
Councils	Yes	The impact on Council services regarding the support for apprentices. There is a reputational risk to Falkirk Council at a time when other Local Authorities are growing opportunities in these two areas and committing to the development of a diverse and inclusive workforce in similar programmes.
Education Sector	Yes	Schools will be particularly interested as there will be reductions in the available progression pathways as a consequence of the budget reductions. There will be no proactive activities with schools in the senior phase and the support available for school leavers in transition will also be negatively impacted upon.
Fire	No	
NHS	Yes	There will be reduced capacity for links with NHS due to a focus on people with health conditions via the Fair Start Scotland Programme
Integration Joint Board	Yes	The proposed budget reduction will impact on ETU delivery of a health and social care programme training future social care workers to required standards and access to external funding help support this. The SQA and Sector Skills bodies note the increasing and diverse demands and demographics illustrate an aging workforce with large numbers of people approaching retirement who need replenished. It is also a highly feminised as 79% of the workforce is female, as opposed to 45% in the whole economy illustrating a gender specific issue.
Police	Yes	Police will have an interest as one of the main ways to reduce re-offending is to get CJS service users into employment. Opportunities may be more limited as a result of a budget reduction
Third Sector	Yes	The third sector are a key delivery partner for ETU and a reduction in resources means reduced activity for local third sector organisations and less support available to sponsor apprenticeships

Other(s): please list and describe the nature of the relationship / impact.

Whilst the Employment and Training Unit delivers a discretionary service and by nature a preventative intervention which has many positive impacts and multiplier effects within the local economy and across the Council. 70 local jobs are normally supported/created for disadvantaged job seekers in Early Years and Health and Social Care

CHS011 – Fairer Falkirk Funding

ETU currently receives £650,000 from Fairer Falkirk Funding to help fund Employer Recruitment Incentives/Wage Subsidies and Third Sector Delivery matched to ESF funding (40%). Savings proposal is £100,000 in 2019/20. If progressed this will result in the loss of 27 transitional jobs for disadvantaged job seekers.

SECTION SEVEN: ACTION PLANNING

Mitigating Actions: If you have identified impacts on protected characteristic groups in Section 5 please summarise these in the table below detailing the actions you are taking to mitigate or support this impact. If you are not taking any action to support or mitigate the impact you should complete the No Mitigating Actions section below instead.

Identified Impact	To Who	Action(s)	Lead Officer	Evaluation and Review Date	Strategic Reference to Corporate Plan / Service Plan / Quality Outcomes
Less flexible provision and wrap around support	Those with disabilities and additional support needs	Seek amendments to ESF Employability Pipelines	Pamela Smith	29/06/2019	
Reduced Pathways to Modern Apprenticeships	Primarily 16 – 24 year olds/school leavers but all age unemployed job seekers	Continued discussion will be undertaken with Children’s Services and Adult Social Work Services to establish if Scottish Government funding allocated for implementation of 1140 hours may be allocated to support MAs and other Employability funded programmes Similarly, continued discussion will be undertaken with Adult Social Work Services, as ASW workforce development is enhanced with the ETU funded Assessor post; however this is only fundable if MA and EF outcomes are achieved by trainees. There is a national shortage of trained Social Care Workers.	Pamela Smith	28/02/2019	The negative impact on strategic priorities is a consequence of the proposed cuts which positively contribute to the Councils Child Poverty Duty, Equality Duty and Fairer Scotland Duty. The current council policies and commitment to employing and supporting Modern Apprentices, developing a diverse and inclusive workforce, tackling the root cause of poverty and enabling a Fairer Falkirk will be increasingly difficult to achieve within current budget savings proposals

Identified Impact	To Who	Action(s)	Lead Officer	Evaluation and Review Date	Strategic Reference to Corporate Plan / Service Plan / Quality Outcomes
Reduction in the number of Modern Apprenticeship opportunities/Supported Employment	Young people with additional needs, council services, third sector and local SMEs	Seek new and additional external funding and or a revised approach to service delivery via supported businesses. Maximise outcomes from procurement process.	Pamela Smith/William Mcquillian	31/07/2019	The negative impact on strategic priorities is a consequence of the proposed cuts which positively contribute to the Councils Child Poverty Duty, Equality Duty and Fairer Scotland Duty. The current council policies and commitment to employing and supporting Modern Apprentices, developing a diverse and inclusive workforce, tackling the root cause of poverty and enabling a Fairer Falkirk will be increasingly difficult to achieve within current budget savings proposals
Reduced access to employability support for those most distant from the labour market	Ex Offenders, Care Leavers, those with Learning Disabilities and those more than 12 months from progressing to employment	Ensure maximum cross service and corporate alignment for those of working age in receipt of benefit	Pamela Smith	30/04/2019	As above

Identified Impact	To Who	Action(s)	Lead Officer	Evaluation and Review Date	Strategic Reference to Corporate Plan / Service Plan / Quality Outcomes
Reduction in positive action to recruit males and lone parents into both Early Years and Health and Social Care occupations	All age males who are seeking to train and/or retrain into non traditional gender roles. Lone Parents of both sexes seeking to train and/or retrain	Continued discussion will be undertaken with Children's Services and Adult Social Work Services to establish if Scottish Government funding allocated for implementation of 1140 hours may be allocated to support MAs and other Employability funded programmes Similarly, continued discussion will be undertaken with Adult Social Work Services, as ASW workforce development is enhanced with the ETU funded Assessor post; however this is only fundable if MA and EF outcomes are achieved by trainees. There is a national shortage of trained Social Care Workers.	Pamela Smith	31/03/2019	The negative impact on strategic priorities is a consequence of the proposed cuts which positively contribute to the Councils Child Poverty Duty, Equality Duty and Fairer Scotland Duty. The current council policies and commitment to employing and supporting Modern Apprentices, developing a diverse and inclusive workforce, tackling the root cause of poverty and enabling a Fairer Falkirk will be increasingly difficult to achieve within current budget savings proposals

No Mitigating Actions

Please explain why you do not need to take any action to mitigate or support the impact of your proposals.

Are actions being reported to Members?	Yes
If yes when and how ?	Yes through normal service reporting processes

SECTION EIGHT: ASSESSMENT OUTCOME

Only one of following statements best matches your assessment of this proposal / policy / project. Please select one and provide your reasons.

No major change required	No	
The proposal has to be adjusted to reduce impact on protected characteristic groups	No	
Continue with the proposal but it is not possible to remove all the risk to protected characteristic groups	Yes	Mitigating actions have been incorporated into a revised proposal but due to limited resources this will not mitigate against all potential impacts on protected groups
Stop the proposal as it is potentially in breach of equality legislation	No	

SECTION NINE: LEAD OFFICER SIGN OFF

Lead Officer:

Signature:	<i>Douglas Duff</i>	Date:	14/02/2019
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SECTION TEN: EPIA TASK GROUP ONLY

OVERALL ASSESSMENT OF EPIA:	Has the EPIA demonstrated the use of data, appropriate engagement, identified mitigating actions as well as ownership and appropriate review of actions to confidently demonstrate compliance with the general and public sector equality duties?	Yes
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ASSESSMENT FINDINGS	Data on protected groups provided.	
If YES, use this box to highlight evidence in support of the assessment of the EPIA		
If NO, use this box to highlight actions needed to improve the EPIA		

Where adverse impact on diverse communities has been identified and it is intended to continue with the proposal / policy / project, has justification for continuing <u>without making changes been made</u>?	Yes	If YES, please describe: This is a change in the funding model.
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LEVEL OF IMPACT: The EPIA Task Group has agreed the following level of impact on the protected characteristic groups highlighted within the EPIA

LEVEL		COMMENTS
HIGH	Yes / No	
MEDIUM	Yes	
LOW	Yes / No	

SECTION ELEVEN: CHIEF OFFICER SIGN OFF

Director / Head of Service:			
Signature:	<i>Rhona Geisler</i>	Date:	19/02/2019