



Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

2018

Name of Budget Saving	Lifelong Learning and Employment Phase 1 and 2
Department and service area	Education
Completion Date	Updated 12 th December 2017, updated 9 th January 2017
Lead officer	Annette Lang

Aims and Objectives

The service's core outcome is to improve life chances for people of all ages through the development of skills for learning, life and work. In simple terms this means supporting local people including young people, adults and older people to improve their skills and qualifications to help them either get a job, enter training, get a better paid job or improve their skills so they can actively take part in the life of their community and reduce social isolation.

LLE's Statutory duties include the following: Communities are required to have access to the CLD support they need. This is underpinned by the requirement under the Education (Scotland) Act 1980 to "secure adequate and efficient provision" of Community Learning and Development in their area. Which means that we must provide an adequate learning offer to young people, adults and older people. The proposed budget reductions were selected taking into account the need for us to meet our statutory obligations. The savings are spread across all aspects of the service (e.g. young people adults, families, older people and those with additional support needs) and across service users groups to mitigate the impact solely on one age group or other protected characteristic groups. The majority of our service users come from protected characteristic groups. The following aspects of service delivery will be impacted: vocational learning, support for young people to gain work or another positive destination, support for unemployed adults including those with disabilities or mental health issues, reduction in youth and adult learning opportunities.

Research Information includes (Nomis Official Labour Market Statistics provides data on unemployment, Skills Development Scotland Data on positive destinations, Developing Scotland's Young Workforce Report emphasises need for vocational learning for school aged pupils and Joseph Rowntree research on poverty and recent research on mental health, and dementia indicates the need for local people to be supported to secure positive outcomes and stay socially connected in their communities.

1. Does the proposed budget saving affect people? ☒ Yes ☐ No

2. What is/are the reason(s) for your proposed budget saving?

The service proposes to reduce financial resources to Lifelong Learning and Employability by a reduction of **£328,000** this equates to 16% reduction (4.5 staff reduction). This may increase too potentially if additional funding and pay to place are not secured equating to a 25% resource reduction in front line delivery (10.5 staff reduction).

As a service we also have to secure funding through winning grants, contracts or charging for our services. In practical terms we run job clubs, sector based work opportunities, courses where you can get a certificate or courses which are non-certificated, youth clubs, and alternative learning programmes for those not engaging with schools. Some people pay for our services and some access they for a reduced fee and some are offered free.

Through our proposed reductions in budgets we will:

- stop vocational learning funding worth £155,000 for young people (over 800 young people access this per academic year)
- We run programmes for young people who do not attend schools, one programme can no longer be funded if we do not charge schools for this service. (Approximately £3,500 per pupil). (If this model of paying is not approved then the programme will stop (38 young people will not receive a service and a reduction of 3 staff)
- We will reduce the number of Lifelong Learning and Employability staff by 4.5 who deliver courses, work in job clubs, support adults secure employment and support young people to get a positive destination (a job, further training, volunteering or go onto Further or Higher Education).

- We also have 3 staff who are on temporary contracts as we only get funded year by year for them. So we do not know if we will get the funding in advance.

If external funding and internal budget reductions take place then there will be a reduction of 10.5 LLE staff if there are only internal budget reductions then the LLE staff reduction is 4.5. (**£328,000 if internal budget reduction only**).

3. Impact

Which of the protected characteristics* will the proposed budget saving have an impact upon?

Equality Target Group*	Positive Impact	Negative Impact	Relevant evidence/ information
Age	None	Loss of support and a reduction in opportunities to adults and young people to help them improve qualifications, gain employment	<p>This briefing summaries how poverty rates in Scotland are changing, and is part of JRF's monitoring across the UK of changes to poverty rates and the underlying drivers of poverty. https://www.jrf.org.uk/report/poverty-scotland-2017</p> <p>The Scottish Government holds that essence of Fair Work is when people feel valued, rewarded and engaged in their work and are allowed to feel they have a stake in the success of their workplace, their community and their country. http://www.gov.scot/Topics/Business-Industry/Workingtogether</p> <p>Disability Scottish Government have published a guidance note on collecting information on disability http://www.gov.scot/Topics/People/Equality/Equalities/DataGrid/informationon disability</p>

		<p>, progress to Further or Higher Education or stay socially connected through community courses.</p>	<p>Disability/DisabLab</p> <p>https://education.gov.scot/scottish-education-system/policy-for-scottish-education/policy-drivers/Developing%20the%20Young%20Workforce%20(DYW)</p> <p>Scotland's National Dementia Strategy 2017-2020. This is Scotland's third national dementia strategy. It builds on our progress over the last ten years in transforming services and improving outcomes for people with dementia, their families and carers.</p> <p>http://www.gov.scot/Publications/2017/06/7735</p> <p>Skills Development Scotland and the Scottish Government Produce Data on the number of young people securing and sustaining positive destinations each year.</p> <p>https://www.skillsdevelopmentscotland.co.uk/media/41828/midlothian-council-follow-up-cpp-report-june-2016.pdf</p> <p>Midlothian's Lifelong Learning and Employability produce an annual report each year - Total numbers engaging with LLE 16/17 - 8,000 and over 800 young people participating in vocational opportunities.</p> <p>https://www.midlothian.gov.uk/download/downloads/id/2284/lle_annual_report_2016-17.pdf</p> <p>The current Aim High - Lifelong Learning and Employability Offer can be viewed at https://www.midlothian.gov.uk/info/284/adult_and_community_classes/502/aim_high_learning_programme_2017-18-51k</p> <p>Scottish Government ESOL Strategy for speakers of English as another language - http://dera.ioe.ac.uk/22892/2/ESOLStrategy2015to2020_tcm4-855848_Redacted.pdf</p> <p>Adult Literacy and Numeracy Strategy - http://www.gov.scot/Publications/2011/01/25121451/3</p>
--	--	--	--

Disability	None	Reduction in the maximum number of support LLE can give to those seeking employment	Reducing from 4 to 3 staff could affect approximately 25/30 individuals and prioritisation of service users and waiting lists will be put in place if required.
Gender Reassignment	None	Overall reduced access to opportunities as above	
Marriage & Civil Partnership	None	Overall reduced access to opportunities as above	

Pregnancy and maternity	None	Overall reduced access to opportunities as above including the possible reduction in family learning opportunities.	
Race	None	Overall reduced access to opportunities as above including the possible reduction in family learning opportunities.	

Religion or Belief	None	Overall reduced access to opportunities as above including the possible reduction in family learning opportunities.	
Sex	None	Overall reduced access to opportunities as above including the possible reduction in family learning opportunities.	
		Overall reduced	

Sexual Orientation	None	access to opportunities as above including the possible reduction in family learning opportunities.	
--------------------	------	---	--

4. How will the implementation of the proposed budget saving be communicated to those affected by any changes?

Staff affected by associated reductions will be directly informed. LLE will undertake to produce an FAQ for service users and their families, offer briefing meetings for those service users directly affected and work with staff to attempt to secure alternative support or advice of position on the waiting lists. Partners, including schools will be advised through one to one and group meetings and email.

- Information published by Midlothian Council can be provided on request in many of the community languages and also in large print, Braille, audio tape or BSL. For more information, please contact the Equality , Diversity & Human Rights Officer on 0131 271 3658 or equalities@midlothian.gov.uk

5. How will you monitor the impact of the changes proposed? When is the budget due to be reviewed?

The funding reduction is spread over two years both 18/19 and 19/20. We will monitor impact through attendance information, number of opportunities offered, number of places unfilled and analysis of impact data including positive destinations for young people. We will also take into account informal feedback and length of waiting lists for services.

6. Please use the space below to detail any other matters arising from the Equality Impact Assessment (EqIA) process.

The proposed reductions will reduce the amount of support available to those from equality groups in relation to learning, employment, vocational skill development. We will work across the service to pull resources to address emerging gaps. A core, although reduced offer, will still be in place to improve life chances for people of all ages through the development of skills for learning, life and work. We will work with our partners to promote their services where appropriate. We will also provide advice on vocational learning to schools if they wish to pursue self-financing vocational learning opportunities.

We are required through statute to produce a Community Learning and Development

Regulations plan for 2018 to 2021 and consult with local people to ensure work in these themed areas meets their needs and that the provision is adequate and efficient. We are also required to identify any unmet need. This plan due for Council in Sept 2018. If consultation and analysis identifies risks in relation to our statutory duty this will be incorporated into the LAN risk register and will be actively monitored internally and by external audit agencies for example Education Scotland through inspections. Midlothian's learning and community development offer is likely to be inspected 19/20, subsequent grading for inspection of community learning and development activities may be affected by the reduced LLE offer.