

DUNDEE CITY COUNCIL

Equality Impact Assessment Tool

Part 1 Description / Consultation

Is this a Rapid Equality Impact Assessment (RIAT) ?	YES NO Please circle
Is this a Full Equality Impact Assessment (EQIA)?	YES NO Please circle
Date of assessment 22.03.13	Title of document being assessed Youth Employment Scotland Fund
Committee report number 165/2013	
1) This is a new policy, procedure, strategy or practice being assessed (If yes please tick box) <input checked="" type="checkbox"/>	This is an existing policy, procedure, strategy or practice being assessed? (If yes please tick box) <input type="checkbox"/>
2) Please give a brief description of the policy, procedure, strategy or practice being assessed.	The Scottish Government have launched a new fund to promote youth employment; ' <i>Youth Employment Scotland</i> ' to support the development of short term employment opportunities in small to medium enterprises (SME's). for up to 200 young unemployed people in Dundee
3) What is the intended outcome of this policy, procedure, strategy or practice?	To create employment opportunities for young people in Dundee aged between 16 – 24 by engaging employers in the scheme, co-ordinating the activities required to support local employers and employability providers to access the fund and developing the employment opportunities. The recommendations contained in the policy are intended to impact positively on <ul style="list-style-type: none"> - Youth unemployment - The creation of 200 new short term employment opportunities for young people to develop their employability skills and increase their chances of obtaining future employment. - Supporting local businesses – the fund will also support small to medium enterprises by paying a contribution of the wages of the jobs created (up to fifty per cent of the national minimum wage). An SME is classified as a business with less than 25 employees and a turnover of €50m or less or a balance sheet total of €43m or less.
4) Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment.	<ul style="list-style-type: none"> - Dundee Single Outcome Agreement - Action for Jobs - Supporting Scotland Young People into Work, June 2012 - Dundee's Fairness Strategy

5) Has any consultation, involvement or research with protected characteristic communities informed this assessment? If yes please give details.	No
6) Please give details of council officer involvement in this assessment. (E.g. names of officers consulted, dates of meetings etc)	Karen Gunn more Choices More Chances Manager
7) Is there a need to collect further evidence or to involve or consult protected characteristics communities on the impact of the proposed policy? (Example: if the impact on a community is not known what will you do to gather the information needed and when will you do this?)	Detailed monitoring information will be collected to allow analysis of the take up of the employment opportunities from protected groups.

Part 2 Protected Characteristics

Which protected characteristics communities will be positively or negatively affected by this policy, procedure or strategy?

NB Please place an X in the box which best describes the "overall" impact. It is possible for an assessment to identify that a positive policy can have some negative impacts and visa versa. When this is the case please identify both positive and negative impacts in Part 3 of this form.

If the impact on a protected characteristic communities are not known please state how you will gather evidence of any potential negative impacts in box Part 1 section 7 above.

	Positively	Negatively	No Impact	Not Known
Ethnic Minority Communities including Gypsies and Travellers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender Reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion or Belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
People with a disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lesbian, Gay and Bisexual	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Socio-economic	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy & Maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Other (please state)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Part 3 Impacts / Monitoring

<p>1) Have any positive impacts been identified? (We must ensure at this stage that we are not achieving equality for one strand of equality at the expense of another)</p>	<p>If yes please give further details</p> <p>The scheme is targeted at young people aged between 16 – 24 in Dundee who have been registered unemployed for up to 6 months or longer term workless if not in receipt of benefits</p> <p>Young people have been particularly hit by the recession, especially those that have multiple barriers such as;</p> <ul style="list-style-type: none"> • Young carers • Young people who have offended • Care Leavers • Young people with disabilities and other health conditions <p>With the reduction in entry level positions, they find it harder to compete with more experienced adult job seekers.</p> <p>We know from evidence from other recessions that prolonged periods of unemployment when young increases the future likelihood of unemployment later in life, devalues skills developed at school and can be used as a screening tool by future employers.</p> <p>The scheme will be improve young peoples' chances to compete in the open jobs market and help them to achieve sustainable jobs and to avoid serial and long term joblessness.</p>
<p>2) Have any negative impacts been identified? (Based on direct knowledge, published research, community involvement, customer feedback etc. If unsure seek advice from your departmental Equality Champion.)</p>	<p>If yes please give further details</p> <p>No</p>
<p>3) What action is proposed to overcome any negative impacts? E.g. involving community groups in the development or delivery of the policy or practice, providing information in community languages etc. see Good Practice on DCC equalities web page</p>	<p>Please give further details</p> <p>N/A</p>
<p>4) Is there a justification for continuing with this policy even if it cannot be amended or changed to end or reduce inequality without compromising its intended outcome? (If the policy that shows actual or potential unlawful discrimination you must stop and</p>	<p>If yes please give further details</p> <p>N/A</p>

seek legal advice)	
<p>5) Has a 'Full' Equality Impact Assessment been recommended? (If the policy is a major one or is likely to have a major impact on protected characteristics communities a Full Equality Impact Assessment may be required) Seek advice from your departmental Equality lead.</p>	<p>If yes please give further details</p> <p>No</p>
<p>6) How will the policy be monitored? (How will you know it is doing what it is intended to do? e.g. data collection, customer survey etc.</p>	<p>Please give details</p> <p>As the Youth Employment Scotland Fund comprises of both Scottish Government and European Social Fund money, there are stringent compliance requirements for both the employer and client eligibility. Monitoring information will be captured from Dundee Employability management Information service (DEMIS)</p> <p>The strategy will also be monitored through regular reporting to both Dundee Partnership's Employability Core Group and the Opportunities for All Partnership which is responsible for the strategic overview for youth employment in Dundee.</p>

Part 4 Contact information

Name of Department or Partnership: Social Work / Opportunities for All Partnership

Type of Document

Human Resource Policy	<input type="checkbox"/>
General Policy	<input type="checkbox"/>
Strategy/Service	<input checked="" type="checkbox"/>
Change Papers/Local Procedure	<input type="checkbox"/>
Guidelines and Protocols	<input type="checkbox"/>
Other	<input type="checkbox"/>

Contact Information

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Signature of author of the policy: Karen Gunn 22.03.13 Date

Signature of Director / Head of Service area: Bert Sandeman 25.03.13 Date

Name of Director / Head of Service: Jenni Tocher

Date of next policy review: