

The purpose of Aberdeen City Council is to protect the people and the place of Aberdeen from harm, enabling them to prosper and supporting them in the event of harm happening.

The purpose of an Integrated Impact Assessment is to evidence that Aberdeen City Council are making decisions in an informed way, and that the impact of decisions made is understood and accepted. The legislation that is considered within this assessment are:

- Section 2 [Equality Act 2010 protected characteristics](#)
- Section 3 [Socio-Economic](#)
- Section 4 [Human Rights](#)
- Section 5 [Children and Young People’s Rights](#)

The term ‘policy’ is used throughout this document and applies to policies, proposals, strategies, provision, criteria, functions, practice, budget savings and activities that includes delivery of our services.

1. About the Policy

1.1 Title

Stop ACC employability programmes, support for care experienced young people working in ACC and developing young workforce (apprenticeships)

1.2 What does this policy seek to achieve?

This is a budget proposal to cease the People & Organisational Development supported work on Aberdeen City Council employability programmes, support for care experienced young people working in ACC and developing the young workforce. This includes initiatives and activities where ACC is the EMPLOYER for:

- Modern Apprenticeships
- Foundation Apprenticeships
- Graduate Apprenticeships
- Employability Schemes and Internships as they arise such as Graduate Internships, Long Term Unemployed Scheme and Kickstart Scheme
- Support and attendance at employability and recruitment events
- Supporting City Schools, delivering employability sessions and attending school career fairs
- Employment support and internships for care-experienced young people (for ACC roles)
- Armed Forces employability support
- Career Ready Programme
- ABZ Campus Employability Pathways
- Young Person Guarantee employer status
- Supporting DWP with targeted employability sessions e.g. under 50’s, over 50’s and single parents

This does not include internal development programmes which are captured on a different Integrated Impact Assessment.

1.3 Is this a new or existing policy?

New

1.4 Is this report going to a committee?

Yes

1.5 Committee name and date:

Budget Meeting, Council, 6 March 2024

1.6 Report no and / or Budget proposal number and / or Business Case reference number:

POD3

1.7 Function and cluster:

Corporate Services, People & Citizen Services

Impacts

This section demonstrates the considerations that have been made in relation to the policy - and that the impact of proposals made is understood and accepted.

2: Equality Act 2010 - Protected Characteristics

Aberdeen City Council wants to ensure everyone is treated fairly. This section identifies the [protected characteristics](#) that the policy potentially affects and records the impact and mitigating steps.

2.1 What impact could this policy have on any of the below groups?

Protected Characteristic	What is the impact?			Neutral	Positive
	High	Medium	Low		
Age	x				
Disability			x		
Gender Reassignment			x		
Marriage and Civil Partnership			x		
Pregnancy and Maternity			x		
Race			x		
Religion or Belief			x		
Sex			x		
Sexual Orientation			x		

2.2 In what way will the policy impact people with these protected characteristics?

The policy of stopping the People & Organisational Development support to create, develop and co-ordinate employability schemes by ACC as an employer, may have a negative impact on young people, especially those who are disadvantaged or marginalized, and who may face barriers to accessing higher education or employment. Apprenticeships and other schemes provide an opportunity for young people to gain skills, qualifications, and experience in a specific sector, while earning a wage and contributing to the economy. They also help to address skills gaps and shortages in the labour market, and to promote social mobility and inclusion.

As above, the People & Organisational Development support to create, develop and co-ordinate the Council's apprenticeship programme will have a significant impact on young people. Apprenticeships and other schemes are a valuable and popular option for young people, especially those who may not want to pursue academic routes or who may face difficulties in finding employment. Stopping the support to managers in creating and developing these, will likely mean that less are available and may reduce the chances of young people to access

quality education and training, to develop their skills and employability, and to achieve their potential and aspirations. It may also exacerbate existing inequalities and disadvantages among different groups of young people, such as those from low-income backgrounds, ethnic minorities, or those with disabilities or special educational needs.

Whilst we do not currently run employability programmes specifically for other protected groups (e.g. minority ethnic groups), we have done some in the past (e.g. supporting Project Search which offered work placements at the Council for young people with disabilities). It also limits the development of any future schemes and programmes to meet our Equality Outcomes and the Public Sector Equality Duty (specifically the duty to advance opportunity). We also attend and support the programmes and activities of other organisations such as careers fairs, including those targeting protected groups. One of the impacts of stopping this type of activity may be that some groups of people with protected characteristics may continue to not view Aberdeen City Council as an employer of choice and will not benefit from activities such as interview skills and tips for employment success that are currently offered.

This, ultimately, has an impact on the diversity of our workforce.

2.3 What considerations have been made in reaching the above assessment?

What internal or external data has been considered? What does this data tell us?

To inform the policy and IIA, we have considered the following data sources:

The Office for National Statistics' Labour Market Overview, which provides the latest estimates of employment, unemployment, economic inactivity and other indicators for the UK. According to this data, in May-July 2021, the employment rate was 75.2%, the unemployment rate was 4.6%, and the economic inactivity rate was 21.5%. The data also shows that different groups have different labour market outcomes, with young people (aged 16-24), ethnic minorities, women, and disabled people being more likely to be unemployed or economically inactive than their counterparts. For example, the unemployment rate for young people was 11.9%, compared to 3.7% for those aged 25-64; the unemployment rate for ethnic minorities was 8.4%, compared to 4.1% for White people; the unemployment rate for women was 4.8%, compared to 4.4% for men; and the unemployment rate for disabled people was 7.3%, compared to 3.8% for non-disabled people.

The Social Mobility Commission's State of the Nation 2021 report, which assesses the progress made towards improving social mobility in the UK and identifies the key barriers and challenges faced by disadvantaged groups, emphasises the importance of apprenticeships and employability schemes as effective ways of increasing skills, qualifications, and career prospects for people from disadvantaged backgrounds.

In addition to the UK-wide data, we have also used the Scottish Government's Quarterly Labour Force Survey, which provides more detailed breakdowns of employment, unemployment, and economic inactivity by age, sex, ethnicity, disability, and other characteristics for Scotland. According to this data, in May-July 2021, the employment rate in Scotland was 74.6%, the unemployment rate was 4.3%, and the economic inactivity rate was 22.2%. The data also shows that, similar to the UK trends, different groups have different labour market outcomes in Scotland, with some disparities being larger than the UK averages. For example, the unemployment rate for young people (aged 16-24) in Scotland was 13.7%, compared to 11.9% for the UK; the unemployment rate for ethnic minorities in Scotland was 10.9%, compared to 8.4% for the UK; the unemployment rate for women in Scotland was 5.1%, compared to 4.8% for the UK; and the unemployment rate for disabled people in Scotland was 8.9%, compared to 7.3% for the UK.

One of the data sources that we have used to inform the policy and IIA is the Equality and Human Rights Commission's report on Positive Action in Recruitment and Promotion: Guidance for Employers, which explains the legal framework and the benefits of positive action in employment, and provides practical examples of how employers can use positive action measures to address under-representation and disadvantage of protected groups in their workforce. The report states that positive action can help employers to diversify their talent pool, improve staff retention and productivity, enhance their reputation and brand, and meet the needs and expectations of their customers and stakeholders. The report also cites evidence from various studies and surveys that show that positive action can have positive impacts on the performance, innovation, and profitability of organisations, as well as on the motivation, satisfaction, and well-being of employees. For example, a 2018 study

by McKinsey found that companies in the top quartile for gender diversity on executive teams were 21% more likely to outperform on profitability and 27% more likely to have superior value creation than those in the fourth quartile; and a 2017 survey by Deloitte found that 83% of millennials are actively engaged when they believe their organisation fosters an inclusive culture, compared to 60% when they do not.

These data sources tell us that apprenticeships and employability schemes are important for supporting the learning and development of a diverse range of people in Scotland, especially those who face barriers and challenges in accessing and progressing in the labour market. They also tell us that further engagement is required with certain groups, such as learners with disabilities, ethnic minorities, and young people, to ensure that they are aware of and can access the opportunities available to them, and that they receive the appropriate support and guidance to succeed and achieve their potential.

In terms of Aberdeen City Council data, our workforce diversity data, including recruitment and selection data, is available [here](#)

An example of an employability scheme, that ACC as employer supported was the UK Government Kickstart Internship Scheme, where the Council employed 83 young people aged 16-24 on 6-month Internships, a number of which have remained in our employment, or moved on to secure employment with other organisations or onto college or university.

The table below shows the number of Apprentices the Council has employed directly as part of our Developing the Young Workforce activity and supporting young people into employment, whilst at the same time, filling some of our hard to fill vacancies.

Financial Year	No of Apprentices Started
2019/2020	31
2020/2021	1
2021/2022	59
2022/2023	27

What consultation and engagement and has been undertaken with officers and partner organisations?

Engagement with colleagues within the Employability & Skills Team, City Development and Regeneration. If this proposal is taken, there would require to be engagement with Developing our Young Workforce North East and Skills Development Scotland, Career Ready Scotland – all partner organisations that we work with to support our Developing our Young Workforce activity.

What consultation and engagement and has been undertaken with people who may be impacted by this policy (e.g. citizens, community groups, or other people/groups)?

Aberdeen City Council launched a three-part public consultation around the 2024/25 Budget and future spending plans from July 2023 to January 2024. In part 1, which ran throughout July 2023, people were asked to award points across different service areas to indicate where they thought the council’s spending priorities should be. In part 2, the public could either increase, decrease or not change the level of expenditure in areas listed. In part 3, which took place throughout January 2024, there were two face-to-face sessions for the public to attend and an online consultation. There were 3,179 responses to part 1, 2,564 responses to part 2 and 285 responses to part 3.

2.4 What mitigations can be put in place?

What mitigations are there against any negative impacts (if applicable)?

Employability programmes, apprenticeships and internships will still be available as a resourcing option for managers across the organisation, but they would be required to undertake this themselves, without the support of People & Organisational Development advice and guidance, as this resource would no longer be available if the proposal is accepted. There would also be no centralised co-ordination role.

Vacancies and opportunities for young people will continue to be advertised where required with access to all to apply for Aberdeen City Council vacancies. Online guidance produced by ACC, as well as national guidance on the myjobscotland website, the national advertising platform used to promote local government vacancies, provides people with information and advice on applying and interviewing for council vacancies.

The ABZWorks team within the Employability & Skills Team within City Development and Regeneration will continue to provide employability support to young people across the city.

In addition to this, manager training for recruitment and selection covers equality and diversity, mandatory training on equality and diversity is in place and the recruitment and selection guidance for managers includes best-practice information on inclusive recruitment. An online resource has also been developed with extra tips for managers on inclusive recruitment and selection practices.

Diversity packs have also been created for candidates with information about adjustments and adaptations that can be requested and applied as part of selection processes.

Guaranteed interview schemes will continue to be in place.

With mitigations in place, what is the new overall rating of the negative impact(s)?	High	x
	Medium	
	Low	
	Negative Impact Removed	

3: Socio-Economic Impacts

This section is used to consider the impact of the policy on people who might be **unemployed, single parents**, people with lower **education** or **literacy**, **looked after children**, those with **protected characteristics** as examples.

Use this guide to understand more on socio-economic inequalities: [The Fairer Scotland Duty: Guidance for Public Bodies \(www.gov.scot\)](http://www.gov.scot)

3.1 What impact could this policy have on any of the below groups?

Group	Negative			Neutral	Positive
	High	Medium	Low		
Low income / income poverty – those who cannot afford regular bills, food, clothing payments.		x			
Low and/or no wealth – those who can meet basic living costs but have no savings for unexpected spend or provision for the future		x			
Material deprivation – those who cannot access basic goods and services, unable to repair/replace broken electrical goods, heat their homes or access to leisure or hobbies		x			
Area deprivation – consider where people live and where they work (accessibility and cost of transport)		x			
Socio-economic background – social class, parents' education, employment, income.		x			

3.2 In what way will the policy impact people in these groups?

Apprenticeships and employability schemes impact on people from low socio-economic backgrounds by providing them with opportunities that can enhance their skills, qualifications and career prospects. These schemes can also help them overcome barriers such as lack of work experience, low confidence, or discrimination in the labour market. By stopping the participation and attainment of people from low socio-economic backgrounds in this type of activity, the policy will may contribute to inequalities and place a barrier to social mobility. For example, stopping supporting the Career Ready programme and the ABZ Employability pathways would impact negatively S5 and S6 aged young people in the city. Career Ready is a social mobility charity which provides a 2-year structured mentoring programme which includes a 4-week paid internship for young people from under-represented backgrounds. The ABZ Campus Employability Pathways programme provides vocational work experience to school pupils who may otherwise have made the decision to leave school with limited qualifications or work experience. This programme allows these pupils to develop key skills required for employment and work experience and build their confidence and readiness for joining the workplace.

Employment affects people from low socio-economic backgrounds in many ways, such as improving their income, living standards, health and well-being, social networks, and sense of belonging. Employment can also provide a positive role model for their children and future generations, and reduce the risk of poverty, social exclusion, and crime. By limiting the access to apprenticeships and employability schemes for people from low socio-economic backgrounds, the policy will potentially deprive them of these benefits and widen the gap between them and other groups in society. If we stopped supporting the employability schemes and internships as an employer, this would impact the work that the ABZ Works Team undertake as well as citizens of Aberdeen. For example, we supported the UK Government Kickstart Scheme and employed 83 people aged 16-24 on 6-month internships, a number of which have remained in our employment, or moved on to secure employment with other organisations or onto college or university.

Employment can have a positive impact on the lives of care-experienced young people by providing them with stability, independence, and a sense of purpose. Employment can also help them develop their skills, confidence, and resilience, and access support and mentoring from positive adult role models. By restricting

the opportunities for care-experienced young people to access apprenticeships and employability schemes, the policy will potentially disadvantage them and undermine their chances of achieving their potential. For example, stopping the internships for care experienced young people would impact those young people negatively, giving no opportunity to work with the Council in a supportive environment providing them with skills, experience and confidence to move to the next step in their working life within or outwith the Council.

3.3 What considerations have been made in reaching the above assessment?

What internal or external data has been considered? What does this data tell us?

- Care-experienced young people are more likely to live in areas of high deprivation, with 42% living in the most deprived quintile compared to 21% of their peers.
- Care-experienced young people are less likely to achieve qualifications at SCQF level 5 or higher, with 40% achieving one or more qualifications at this level compared to 85% of their peers.
- Care-experienced young people are less likely to enter higher education, with 4% entering university compared to 41% of their peers.
- Care-experienced young people are more likely to enter further education, with 37% entering college compared to 23% of their peers.
- Care-experienced young people are more likely to be unemployed, with 12% being unemployed nine months after leaving school compared to 5% of their peers.

These findings indicate that care-experienced young people face significant disadvantages in education and employment, and often have low socio-economic backgrounds. By restricting the access to apprenticeships and employability schemes for people from low socio-economic backgrounds, the policy will disproportionately affect care-experienced young people and undermine their opportunities for learning, training, and work. This may also have negative consequences for their health, well-being, and social inclusion. Therefore, it is important to consider the needs and views of care-experienced young people when developing and implementing this policy, and to provide them with adequate support and guidance to access apprenticeships and employability schemes.

- According to the Scottish Government, in 2019, 14% of working-age adults in Scotland were in relative poverty before housing costs, compared to 27% of those who were not in employment.
- A report by the Joseph Rowntree Foundation found that in 2018-19, 70% of people who moved from unemployment to employment in the UK exited poverty, and 53% of people who increased their work hours by at least 8 hours per week exited poverty.
- A study by the Resolution Foundation showed that in 2018-19, people who were employed in the UK had higher life satisfaction, happiness, and sense of worth than those who were unemployed, and lower levels of anxiety and stress.
- A research paper by the Centre for Economic Performance found that in 2004-05, people who were employed in the UK had better physical and mental health outcomes than those who were unemployed, and that employment reduced the risk of depression, anxiety, and chronic diseases.
- 13% of Aberdeen's population live in the 20% most deprived areas in Scotland.
- 18,000 people in Aberdeen live in relative poverty, including 5,000 children.
- 10% of Aberdeen's working age population are income deprived, meaning they rely on out-of-work benefits or low-income tax credits.
- 29% of households in Aberdeen experience fuel poverty, meaning they spend more than 10% of their income on heating their home.

These statistics suggest that many people in Aberdeen face barriers to accessing education, employment, and other opportunities, and may experience poor health and well-being outcomes. Socio-economic disadvantage can affect people from different backgrounds, such as age, gender, ethnicity, disability, or care status. Therefore, it is important to ensure that the policy does not exclude or discriminate against people from low socio-economic backgrounds, and that it promotes equality of opportunity and social justice for all.

What consultation and engagement and has been undertaken with officers and partner organisations?

Engagement with colleagues within the Employability & Skills Team, City Development and Regeneration. If this proposal is taken, there would require to be engagement with Developing our Young Workforce North East and Skills Development Scotland, Career Ready Scotland – all partner organisations that we work with to support our Developing our Young Workforce activity.

What consultation and engagement and has been undertaken with people who may be impacted by this policy? citizens, community groups, or other people/groups impacted by this policy?

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The ABZWorks team within the Employability & Skills Team within City Development and Regeneration will continue to provide employability support to young people across the city.

In addition to this, manager training for recruitment and selection covers equality and diversity, mandatory training on equality and diversity is in place and the recruitment and selection guidance for managers includes best-practice information on inclusive recruitment. An online resource has also been developed with extra tips for managers on inclusive recruitment and selection practices.

Diversity packs have also been created for candidates with information about adjustments and adaptations that can be requested and applied as part of selection processes.

Guaranteed interview schemes will continue to be in place.

With mitigations in place, what is the new overall rating of the negative impact(s)?

High
Medium
Low
Negative Impact Removed

4: Human Rights Impacts

The Human Rights Act 1998 sets out the fundamental rights and freedoms that everyone in the UK is entitled to. It incorporates the rights set out in the European Convention on Human Rights (ECHR) into domestic British law. The Human Rights Act came into force in the UK in October 2000

The Act sets out our human rights in a series of ‘Articles’. Each Article deals with a different right.

Use this guide to understand more about [Human Rights](#).

4.1 What impact could this policy have on Human Rights?

Human Rights Article	Negative	Neutral	Positive
Article 6: Right to a fair trial		X	
Article 7: No punishment without law		X	
Article 8: Right to respect for private and family life, home and correspondence		X	
Article 9: Freedom of thought, belief and religion		X	
Article 10: Freedom of expression		X	
Article 11: Freedom of assembly and association		X	
Article 12: Right to marry and start a family		X	
Article 14: Protection from discrimination in respect of these rights and freedoms		X	
Article 1 of Protocol 1: Right to peaceful enjoyment of your property		X	
Article 2 of Protocol 1: Right to education		X	
Article 3 of Protocol 1: Right to participate in free elections		X	

4.2 In what way will the policy impact Human Rights?

N/A

4.3 What mitigations can be put in place?

What mitigations are there against any negative impacts (if applicable)?	
N/A	
If mitigations are in place, does this remove the negative impact?	No – negative impact remains
	Yes – negative impact reduced
	Yes - negative impact removed

5: Children and Young People’s Rights Impacts

The United Nations Convention has 54 articles that cover all aspects of a child’s life and set out the civil, political, economic, social and cultural rights that all children everywhere are entitled to. It also explains how adults and governments must work together to make sure all children can enjoy all their rights.

Children’s rights apply to every child/young person under the age of 18 and to adults still eligible to receive a “children’s service” (e.g. care leavers aged 18 – 25 years old).

The Conventions are also known as the “General Principles” and they help to interpret all the other articles and play a fundamental role in realising all the rights in the Convention for all children. They are:

1. Non-discrimination (Article 2)
2. Best interest of the child (Article 3)
3. Right to life survival and development (Article 6)
4. Right to be heard (Article 12)

You can [read the full UN Convention \(pdf\)](#), or [just a summary \(pdf\)](#), to find out more about the rights that are included.

5.1 What impact could this policy have on the rights of Children and Young People?

UNCRC and Optional Protocols	Negative	Neutral	Positive
Article 1: definition of the child		X	
Article 2: non-discrimination		X	
Article 3: best interests of the child		X	
Article 4: implementation of the convention		X	
Article 5: parental guidance and a child's evolving capacities		X	
Article 6: life, survival and development		X	
Article 7: birth registration, name, nationality, care		X	
Article 8: protection and preservation of identity		X	
Article 9: separation from parents		X	
Article 10: family reunification		X	
Article 11: abduction and non-return of children		X	
Article 12: respect for the views of the child		X	
Article 13: freedom of expression		X	
Article 14: freedom of thought, belief and religion		X	
Article 15: freedom of association		X	
Article 16: right to privacy		X	
Article 17: access to information from the media		X	
Article 18: parental responsibilities and state assistance		X	
Article 19: protection from violence, abuse and neglect		X	
Article 20: children unable to live with their family		X	
Article 21: adoption		X	
Article 22: refugee children		X	
Article 23: children with a disability		X	
Article 24: health and health services		X	
Article 25: review of treatment in care		X	
Article 26: social security		X	
Article 27: adequate standard of living		X	
Article 28: right to education		X	
Article 29: goals of education		X	
Article 30: children from minority or indigenous groups		X	

Article 31: leisure, play and culture		X	
Article 32: child labour		X	
Article 33: drug abuse		X	
Article 34: sexual exploitation		X	
Article 35: abduction, sale and trafficking		X	
Article 36: other forms of exploitation		X	
Article 37: inhumane treatment and detention		X	
Article 38: war and armed conflicts		X	
Article 39: recovery from trauma and reintegration		X	
Article 40: juvenile justice		X	
Article 41: respect for higher national standards		X	
Article 42: knowledge of rights		X	
Optional Protocol on a Communications Procedure		X	

5.2 In what way will the policy impact the rights of Children and Young People?

N/A

5.3 What mitigations can be put in place?

What mitigations are there against any negative impacts (if applicable)?

N/A

If mitigations are in place, does this remove the negative impact?

No – negative impact remains

Yes – negative impact reduced

Yes - negative impact removed

6: Sign Off

Any further positive or negative impacts on individuals or groups that have been considered?

There are other groups that our employability programmes support, including care-experienced young people (referred to in the socio-economic section) those facing long term unemployment and also those in or connected to the armed forces.

This is in line with the Armed Forces Covenant and the Council's Gold Award within the Defence Employer's Recognition Scheme. Stopping employability schemes will limit the ability of the council to support this activity and will therefore impact on this award / accreditation and the armed forces community.

The Council is a Young Person's Guarantee employer and stopping our work on developing the young workforce and employability programmes is very likely to lead to the Council no longer being able to commit to the requirements of the 5 pledges of the Guarantee, and therefore losing our status as a Young Person's Guarantee employer.

Overall summary of changes made as a result of impact assessment.

No changes made

Outline of how impact of policy will be monitored.

Ongoing monitoring of workforce diversity data, which includes age data, will continue in line with statutory requirements. This includes recruitment and selection data by age and other protected characteristics.

If there are any remaining negative impacts after mitigation, what is the justification for why this policy should proceed.

Essential cost reduction in staffing and maintenance budgets

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Date	27/2/24
Chief Officer	Lindsay MacInnes
Date	29/2/2024