

Item: 13

Policy and Resources Committee: 1 March 2022.

Kickstart Scheme.

Report by Corporate Director for Education, Leisure and Housing.

1. Purpose of Report

To present the outcome of the evaluation of the six-month pilot of the Kickstart Scheme and consider proposals for a further phase of supported employment opportunities.

2. Recommendations

The Committee is invited to note:

2.1.

That, on 22 June 2021, when considering resourcing Kickstart placement opportunities within Orkney Islands Council, the Policy and Resources Committee recommended:

- That an allocation of up to £106,600, to be met from the Council's Coronavirus Response Fund, be committed to enable the Council to employ up to 20 young people, aged 16-24, depending on availability of management and supervisory support, for a six-month period under the Kickstart Scheme.
- That the Executive Director of Education, Leisure and Housing should submit a report, to the Committee no later than March 2022, evaluating the six-month pilot of the Kickstart Scheme and considering proposals for a further phase.

2.2.

That, since June 2021, the Community Learning and Development, Employability Team, together with Human Resources colleagues, worked with managers across the Council and submitted 19 job vacancy templates for the Kickstart scheme to the Department for Work and Pensions, which were subsequently agreed.

2.3.

That existing Council recruitment procedures were adapted to ensure the process was simplified and accessible whilst adhering to all current Orkney Islands Council recruitment requirements.

2.4.

That Kirkwall Job Centre Plus colleagues advised that 12 individuals met the Kickstart eligibility criteria, namely they are 16 to 24-year olds on Universal Credit, at risk of long-term unemployment, who are work ready at the time of recruitment.

2.5.

That, in total, 26 applications for various Kickstart positions were received from the 12 individuals, with 11 young people interviewed for various positions within the Council, with some interviews pending.

2.6.

That eight of the 12 young people eligible for the Kickstart scheme have been offered conditional positions within the Council, including placements in Marine Services, Community Learning and Development, School Catering, Human Resources and the Chief Executive's Service.

2.7.

That a sum, ranging from £22,032 to £42,624, of the original allocation of up to £106,600 will be utilised in delivering the current Kickstart Scheme, leaving a potential unallocated balance of up to £84,568.

2.8.

That the Local Employability Partnership has highlighted that there are significant numbers of individuals who do not meet Kickstart eligibility criteria but would benefit significantly from a supported employment opportunity.

2.9.

The proposal to further develop the principles of the Kickstart scheme, by providing additional fully funded 6-month supported work placements within the Council, for a wider group of targeted beneficiaries, highlighted at both local and national levels as priority groups under No One Left Behind.

It is recommended:

2.10.

That the unallocated balance of funding for the Kickstart scheme, amounting to a maximum sum of £84,568, be utilised to provide fully funded 6-month supported work placements within the Council for a wider group of targeted beneficiaries, highlighted at both local and national levels as priority groups under No One Left Behind, including those over 25's, people with disabilities, care experienced and lone parents.

3. Background

3.1.

At its meeting held on 22 June 2021, when considering resourcing Kickstart placement opportunities within Orkney Islands Council, the Policy and Resources Committee noted:

- That the Community Learning and Development service was responsible for a variety of employability support work, at a time when the employability agenda was rapidly evolving with additional requirements for local government.
- That, in September 2020, the UK Government introduced the Kickstart Scheme, which provided funding to create new jobs for 16 to 24 year olds on Universal Credit who were at risk of long-term unemployment.
- That, in January 2021, a local Kickstart Gateway Organisation partnership bid, under the ASPIRE Orkney banner, secured a total of 57 possible Kickstart placements with local employers, with Orkney Construction Training Group providing the administrative support and the Community Learning and Development service offering support to the employers and the young people taking up the placements.
- That the Community Learning and Development service was working in close collaboration with Human Resources to develop and encourage supported and inclusive employment opportunities.

3.2.

The Policy and Resources Committee recommended:

- That an allocation of up to £106,600, to be met from the Council's Coronavirus Response Fund, be committed to enable the Council to employ up to 20 young people, aged 16-24, depending on availability of management and supervisory support, for a six-month period under the Kickstart Scheme.
- That the Executive Director of Education, Leisure and Housing should submit a report, to the Committee no later than March 2022, evaluating the six-month pilot of the Kickstart Scheme and considering proposals for a further phase.

4. Kickstart Scheme

4.1.

In September 2020, the UK Government introduced The Kickstart Scheme, which provides funding to create new jobs for 16 to 24-year-olds on Universal Credit who are at risk of long-term unemployment.

4.2.

The funding available covers:

- 100% of the National Minimum Wage (or the National Living Wage depending on the age of the participant) for 25 hours per week for a total of 6 months.
- Associated employer National Insurance contributions.
- Any relevant workplace pension contributions (automatic enrolment).

4.2.1.

Employers can pay a higher wage and add more hours, but the funding will not cover this.

4.3.

Employers will also receive additional funding of £1,500 to be spent on setup costs and on supporting the young person to develop their employability skills.

4.4.

The jobs created with Kickstart funding must be new jobs and not used to replace existing or planned vacancies, or cause existing employees, apprentices, or contractors to lose work or reduce their working hours.

4.5.

Initially all job placements had to start by 31 December 2021, however the Department for Work and Pensions (DWP) recently granted an extension, and all jobs must now be secured and started by 31 March 2022.

5. The Kickstart Scheme in Orkney Islands Council

5.1.

The Community Learning and Development (CLD) Employability Team received 28 initial expressions of interests to provide opportunities to young people aged 16-24 through the Kickstart Scheme across various services within Orkney Island Council.

5.2.

The CLD team applied to the DWP to be a Kickstart provider and the application was approved and accepted on 30 August 2021.

5.3.

Working together with Human Resources (HR) colleagues, the CLD Employability Team developed and disseminated the required documentation to all those who had expressed an interest in providing Kickstart opportunities. This included a required vacancy template to ensure vacancies met with the requirements of the Kickstart scheme. 19 completed job vacancy templates were received which were subsequently submitted to and agreed by the DWP.

5.4.

From partnership feedback and recognising that the Council's recruitment processes could be a barrier to some individuals applying, HR and CLD Employability colleagues worked collaboratively to design an accessible format and process, whilst adhering to all current Council recruitment requirements. Collaborative mechanisms were also put in place to ensure recruitment policies and processes were adhered to and all parties had relevant information as and when required to successfully complete the recruitment process and successfully appoint to positions.

5.5.

Working with external partners, including Job Centre Plus, Skills Development Scotland and Third Sector organisations, the CLD Employability Team promoted opportunities across the Local Employability Partnership to ensure as many young people as possible were supported to apply for the Kickstart vacancies. Kirkwall Job Centre Plus colleagues advised that just 12 individuals met the Kickstart criteria and were engaging and work ready at the time of advertising and promoting vacancies.

5.6.

In total 26 applications for various Kickstart positions were received, 24 invites to interview were sent and 11 young people were interviewed. At the time of writing this report, 8 of the 12 young people eligible for the scheme have been offered conditional Kickstart positions within Orkney Islands Council. These include placements with Marine Services, Community Learning and Development, School Catering, Human Resources and the Chief Executive's Service.

6. Proposal for Next Phase

6.1.

It is recognised across the Local Employability Partnership that Kickstart funding has strict eligibility criteria making the numbers of eligible beneficiaries low at the time of advertising and promoting Council vacancies. This was compounded due to the short timescales involved and the requirement to establish funding and internal processes and procedures. However, through working in collaboration with HR colleagues these processes are now in place and will support a quick response to any future initiatives.

6.1.1.

The Local Employability Partnership has highlighted that there are significant numbers of individuals who do not meet Kickstart eligibility criteria but would benefit significantly from a supported employment opportunity within the Council, following the Kickstart model which has been developed and implemented. These individuals have been highlighted at both a national and local level as priority groups under No One Left Behind and would include but are not limited to the following:

- Unemployed young people not in receipt of Universal Credit.
- Aged 25 years plus and long term unemployed.

- Care experienced young people.
- Individuals with a disability/learning disability.
- Lone parents.
- Individuals with low attainment/qualifications.
- Individuals with limited/no work experience.

6.1.2.

In December 2021, statistics from DWP identified 986 individuals claiming Universal Credit in Orkney, of these 831 were over 25 years old. This demonstrates that the opportunity for supported employment opportunities within the Council could be extended and the eligibility criteria broadened.

6.1.3.

It is also recognised that there will be a significant number of individuals who would benefit from a supported employment opportunity and meet the No One Left Behind criteria, however for a multitude of reasons, including age, disability and mental health, are not registered with DWP so could very easily 'slip through the net' and miss out on such an opportunity.

6.2.

Continued access to this designated funding to ensure further delivery of supported employment opportunities within the Council to a wider group of targeted beneficiaries would be highly beneficial as it would be utilised to develop, embed and continue the provision of supported work placements for individuals identified under No One Left Behind as requiring additional support to secure and progress to sustainable and fair work opportunities.

6.2.1.

This early intervention approach would have a positive economic benefit going forward, supporting individuals into fair and sustained work and reducing the need for welfare support and more acute, specialist interventions in the future, which can be linked with youth and long-term unemployment.

6.2.2.

This initiative if agreed would enhance diversity within the Council's workforce and support individuals to develop skills, knowledge and confidence within the organisation, leading to future positive progressions.

6.3.

Where placements are successful, it is hoped that additional wrap around support opportunities will be available through external Scottish Government funding allocated for Employability through No One Left Behind. The Employer Recruitment Incentive would allow placements to be extended beyond the original 6-month period, through subsidised wage costs for a further 52 week. This will be dependent on the allocation of funding and the decisions of the Local Employability Partnership to fund Employer Recruitment Incentives.

7. Human Resource Implications

7.1.

Any person taken on a placement would be considered as a temporary employee and provided with a relevant contract of employment.

7.2.

Hours worked will be paid at the Scottish Local Government Living Wage rate of pay.

7.3.

CLD and HR colleagues have worked collaboratively on all aspects of the Kickstart initiative to implement effective processes to promote, recruit to, monitor and evaluate the initiative. These processes and mechanisms are now in place and can be adapted and used for future initiatives if agreed.

7.4.

CLD and HR staff have worked together and drawn on professional expertise to ensure processes are as accessible and equitable as possible, whilst meeting all of the Council's recruitment policies and procedures.

7.5.

CLD and HR colleagues have worked with Managers and Team Leaders across the Council to ensure they are supported in all aspects of recruitment and ongoing support that may be required to sustain vacancies.

8. Equalities Impact

An Equality Impact Assessment has been undertaken and is attached as Appendix 1 to this report.

9. Island Communities Impact

An Island Communities Impact Assessment has been undertaken and is attached as Appendix 2 to this report.

10. Links to Council Plan

10.1.

The Kickstart initiative supports and contributes to improved outcomes for communities as outlined in the Council Plan strategic priority theme of Enterprising Communities.

10.2.

The Kickstart initiative relates directly to Priority 4.3, Reprioritise economic development activity and funding to focus on inward investment and facilitating projects and support programmes which will have the highest transformational impact in relation to job creation, inward migration/ retention of working age population and community enablement, of the Council Delivery Plan.

11. Links to Local Outcomes Improvement Plan

The Kickstart initiative supports and contributes to improved outcomes for communities as outlined in the Local Outcomes Improvement Plan priority of Sustainable Recovery.

12. Financial Implications

12.1.

The cost to the Council of taking on a Kickstart placement was the difference between the local government living wage plus Distant Islands Allowance and pension that the Council is committed to pay employees and the reimbursement from Government which was based on the national minimum wage. The Kickstart scheme was open to young people between the ages of 16 and 24 with the cost dependent on the age bracket the young person falls into.

12.2.

Under the proposed next phase, the placements would continue to be for 25 hours per week for a 6-month period and would be fully funded by the Council.

12.3.

Eight six-month Kickstart placements will therefore cost a minimum of £22,032 and a maximum of £42,624, depending on the age of the young people selected. On 22 June 2021, the Policy and Resources Committee recommended to commit £106,600 to provide up to 20 Kickstart vacancies within the Council. This would leave between £63,976 and £84,568 that could be allocated to fully fund future supported employment opportunities within the Council.

12.4.

The remaining funding could provide a range of additional, 6-month, fully funded placements opportunities within the Council. They would be entry level roles (G1-G3) and would be for up to 25 hours per week.

13. Legal Aspects

There are no legal implications arising directly from the recommendations contained within this report.

14. Contact Officers

James Wylie, Corporate Director for Education, Leisure and Housing, extension 2401, Email james.wylie@orkney.gov.uk.

Frances Troup, Head of Community Learning, Leisure and Housing, extension 2177, Email frances.troup@orkney.gov.uk.

Andrew Groundwater, Head of HR and Performance, extension 2253, Email andrew.groundwater@orkney.gov.uk

Kerry Spence, Service Manager, Community Learning and Development and Employability, extension 2425, Email kerry.spence@orkney.gov.uk.

Lindsey Johnson, Community Learning and Development Team Leader, Employability, extension 2437, Email lindsey.johnson@orkney.gov.uk.

15. Appendices

Appendix 1: Equality Impact Assessment.

Appendix 2: Island Communities Impact Assessment.



Equality Impact Assessment

The purpose of an Equality Impact Assessment (EqIA) is to improve the work of Orkney Islands Council by making sure it promotes equality and does not discriminate. This assessment records the likely impact of any changes to a function, policy or plan by anticipating the consequences, and making sure that any negative impacts are eliminated or minimised and positive impacts are maximised.

1. Identification of Function, Policy or Plan	
Name of function / policy / plan to be assessed.	Supported work placements within Orkney Island Council for priority groups under No One Left Behind.
Service / service area responsible.	Education, Leisure and Housing.
Name of person carrying out the assessment and contact details.	Kerry Spence 01856 873535 ext. 2425 or 07834 788 484 Kerry.spence@orkney.gov.uk
Date of assessment.	11 February 2022.
Is the function / policy / plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly).	New

2. Initial Screening	
What are the intended outcomes of the function / policy / plan?	The Kickstart Scheme focused support on young people at risk of long-term unemployment, providing 6-month, Government subsidised, work based training placements. However, there are significant numbers of individuals who do not meet Kickstart eligibility criteria that would benefit significantly from a supported employment opportunity within the Council. Individuals highlighted at both a national and local level as priority groups under No One Left Behind would benefit from skills development, employment and progression opportunities. The scheme will

	<p>maximise their readiness to make a successful transition into long term employment, giving them the confidence and competence to succeed and support aspects of positive health and wellbeing. The scheme will also provide positive outcomes for employers by providing funding support to create new posts to develop their potential and improve the sustainability and long-term functionality of their service.</p>
<p>Is the function / policy / plan strategically important?</p>	<p>Yes. A key focus of the response to COVID-19 is focused on economic recovery, and as such there is a strategic importance on supporting this supported employability scheme. The Council is already a key partner providing employability support to employers already signed up to the scheme as part of the ASPIRE Orkney Gateway Organisation and as the largest employer in Orkney has a duty of care and responsibility to support and extend employment opportunities to those furthest from employment. There is also a statutory responsibility on the Council as lead accountable body for the No One Left Behind employability agenda.</p> <p>This scheme supports Orkney Islands Council's Equality Outcomes Action Plan published in 2018 which sets out commitments to support people in Orkney to have the opportunity to fulfil their potential and for the Council to be an inclusive employer.</p>
<p>State who is, or may be affected by this function / policy / plan, and how.</p>	<p>The Local Employability Partnership has highlighted that there are significant numbers of individuals who do not meet Kickstart eligibility criteria but would benefit significantly from a supported employment opportunity within the Council, following the Kickstart model which has been developed and implemented. These individuals have been highlighted at both a national and local level as priority groups under No One Left Behind and would include but are not limited to the following:</p> <ul style="list-style-type: none"> • Unemployed young people not in receipt of Universal Credit. • Aged 25 years plus and long term unemployed. • Care experienced young people. • Individuals with a disability/learning disability. • Lone parents. • Individuals with low attainment/qualifications. • Individuals with limited/no work experience.

<p>How have stakeholders been involved in the development of this function / policy / plan?</p>	<p>The Local Employability Partnership have done a lot of work to publicise the Employability Support that is now available under No One Left Behind and this coordinated approach to employability. Significant work has taken place with eligible groups and individuals and employers across Orkney to ensure employers as well as the people requiring the most help are supported in achieving positive outcomes from schemes such as this. Lived experiences is a key element that the Local Employability Partnership are currently developing. Consultation has taken place with the Youth Forum, employers and eligible employees on the benefits of the proposed scheme and the support required.</p> <p>Various sections in OIC registered an interest and are involved in the current Kickstart scheme but by broadening out the eligibility criteria the options and possibilities of support are greatly extended.</p>
<p>Is there any existing data and / or research relating to equalities issues in this policy area? Please summarise. E.g. consultations, national surveys, performance data, complaints, service user feedback, academic / consultants' reports, benchmarking (see equalities resources on OIC information portal).</p>	<p>Yes.</p> <p>The overall aim of the proposed scheme is to improve life chances and prospects for those furthest from employment. The scheme is intended to lead to outcomes such as enabling the development of confidence, abilities and skills that people can use in employment and supporting individuals in particular those who need more choices and more chances to achieve their full potential.</p> <p>Early findings from research on the impact of Coronavirus on the economy suggests that there may be further inequalities relating to gender, disability and race.</p> <p>Research papers include: impacts-of-covid-19-on-equality-in-scotland unequal impact? Coronavirus and the gendered economic impact unequal impact? Coronavirus and BAME people</p> <p>In December 2021, statistics from DWP identified 986 individuals claiming Universal Credit in Orkney, of these 831 were over 25 years old. This demonstrates that the opportunity for supported employment opportunities within the Council could be extended and the eligibility criteria broadened.</p>
<p>Is there any existing evidence relating to socio-economic disadvantage and inequalities of outcome in this policy area?</p>	<p>As above.</p> <p>The scheme is focused on targeting support so that targeted individuals do not miss out on opportunities. It aims to achieve positive impacts</p>

<p>Please summarise. E.g. For people living in poverty or for people of low income. See The Fairer Scotland Duty Guidance for Public Bodies for further information.</p>	<p>for people who are often the most vulnerable and disadvantaged in our community. The longer people are unemployed the harder it is to progress into positive social and economic destinations. Women have been identified as being disproportionately vulnerable to socio-economic impacts and elements of welfare reform are likely to have a disproportionate impact on women and lone parents. Research shows that men are more likely to work full time than women, while women are more likely to hold part time positions than men. Whilst employment rates in Orkney are significantly higher than the regional and national average and the balance between full and part time working in Orkney (70% and 30% respectively) is broadly in line with the regional average, there is a higher tendency for part time working in the local authority area than nationally. People with a disability are more likely to experience poorer outcomes in terms of employment, income, and education. The 2011 Census figures show that 6.5% of the population in Orkney reported a disability; around half (51%) were sensory impairments, 32.8% related to a physical disability, 2.2% to a learning disability and 3% as having a mental health condition.</p>
<p>Could the function / policy have a differential impact on any of the following equality areas?</p>	<p>(Please provide any evidence – positive impacts / benefits, negative impacts and reasons).</p>
<p>1. Race: this includes ethnic or national groups, colour and nationality.</p>	<p>Yes, potential positive impact. Evidence shows employment rates in some population groups in Scotland remain low in comparison to others. National data suggests that a higher share of the visible minority ethnic population is employed in the hospitality industry although local data in this area is limited.</p>
<p>2. Sex: a man or a woman.</p>	<p>Yes, potential positive impact. Evidence shows employment rates in some population groups in Scotland remain low in comparison to others. The employment rate of women remains lower than men and gender segregation remains an issue across a number of industry sectors and occupational groups.</p>
<p>3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the</p>	<p>No likely impact identified at this stage.</p>

opposite sex or to both sexes.	
4. Gender Reassignment: the process of transitioning from one gender to another.	No likely impact identified at this stage.
5. Pregnancy and maternity.	No likely impact identified at this stage.
6. Age: people of different ages.	Yes, potential positive impacts for the 25+ age group. Currently the majority of people registered as unemployed in Orkney are over the age of 25. The initial Kickstart scheme focused specifically on the 16-24 age group but the proposed next phase, opens that up so will extend opportunities to all those of employment age that meet the NOLB priorities.
7. Religion or beliefs or none (atheists).	No likely impact identified at this stage.
8. Caring responsibilities.	Yes. Supported employment opportunities may have a positive impact on people with unpaid caring responsibilities.
9. Care experienced.	Yes, potential positive impact for care experienced people as they are a key priority group focused on under No One Left Behind. The proposed scheme aims to achieve positive impacts particularly for those groups that are most vulnerable or disadvantaged in our community including care experienced individuals.
10. Marriage and Civil Partnerships.	No likely impact identified at this stage.
11. Disability: people with disabilities (whether registered or not).	Yes. Potential positive impact for people with disabilities as CLD are looking to provide additional employability support for vulnerable and disadvantaged young people in the community.
12. Socio-economic disadvantage.	Yes. Potential positive impacts, as the scheme focuses on supporting those at most disadvantage including long term unemployed people to achieve positive impacts. Provided placements will particularly benefit those that are most vulnerable and disadvantaged, providing improved social and economic benefits through the scheme.

3. Impact Assessment

Does the analysis above identify any differential impacts which need to be addressed?	No, any impacts identified are likely positive impacts.
How could you minimise or	N/A.

remove any potential negative impacts?	
Do you have enough information to make a judgement? If no, what information do you require?	Yes.

4. Conclusions and Planned Action

Is further work required?	Yes.
What action is to be taken?	<p>If Orkney Islands Council extends the support placement scheme beyond Kickstart to the wider priority areas of No One Left Behind, each service will have to develop new roles and ensure adequate support is provided for the people in the placement.</p> <p>Community Learning and Development will work to support employers and where required, look to align additional support to add longevity and sustained support for the young people continuing in employment after the 6 months under additional support incentives.</p> <p>CLD and HR will continuously review and monitor the uptake of the supported employment opportunities by relevant protected characteristic such as age, disability, sex, care experienced, lone parents etc.</p>
Who will undertake it?	Officers within Community Learning and Development, HR colleagues and managers within Orkney Islands Council who participate in the roll out of the supported employment opportunity.
When will it be done?	All posts to be started by 31 December 2022.
How will it be monitored? (e.g. through service plans).	A report on progress will be submitted to the Policy & Resources Committee as relevant.

Signature:



Date: 11-02-22

Name: KERRY SPENCE

(BLOCK CAPITALS).

Please sign and date this form, keep one copy and send a copy to HR and Performance. A Word version should also be emailed to HR and Performance at hrsupport@orkney.gov.uk

Island Communities Impact Assessment

Kickstart - Supported Employment Placements Scheme

PRELIMINARY CONSIDERATIONS	Responses
Please provide a brief description or summary of the policy, strategy or service under review for the purposes of this assessment.	<p>No-One Left Behind (NOLB) is an approach used by the Scottish Government and Local Authorities to create an employability system that is more flexible, joined-up and responsive to the needs of people using services, as well as better able to adapt to the ever-changing social and economic context in which we all live and work</p> <p>Aligned to this is the UK Kickstart scheme which provides funding to employers to create jobs for 16- to 24-year-olds on Universal Credit.</p> <p>Orkney Island Council agreed to meet the additional costs of the Living Wage requirement to allow the Council to offer up to 20 Kickstart placements. Due to tight timescales and low numbers of young people meeting the eligibility criteria of the scheme, 8 young people have secured OIC Kickstart placements. The recommendation is that the remaining funding that was allocated to the Kickstart Scheme be utilised to secure 6-month subsidised placements for a wider priority group targeted under the NOLB criteria, including over 25s, care experienced individuals and people with disabilities.</p>
STEP 1 - Develop a clear understanding of your objectives	Responses
What are the objectives of the policy, strategy or service?	<p>The proposed supported work placement scheme is aimed at helping those, often furthest from employment, into work by creating 6-month subsidised positions in a variety of sectors and services within the Council.</p> <p>A key objective of the scheme is to support the economy after the pandemic and also to help improve the health and wellbeing, social and economic prospects for those targeted through the scheme and to help kickstart the careers and opportunities for people who could otherwise be left behind.</p>
Do you need to consult?	Yes. Previous consultations for the Community Plan and the CLD Partners Plan alongside the recent Orkney Matters consultation have fed into the development of the multi-agency Local Employability Partnership (LEP) Plan which in turn is driving the collaborative approaches to improving employability support throughout Orkney.

Island Communities Impact Assessment

Kickstart - Supported Employment Placements Scheme

	<p>The LEP reports directly to Community Planning through the Sustainable Recovery Delivery Group.</p> <p>A key development area in the new LEP plan is to increase the number of employment opportunities and experiences available for those in the targeted groups under No One Left Behind (NOLB) and also to increase employer engagement in such initiatives.</p>
How are islands identified for the purpose of the policy, strategy or service?	<p>Any supported employment placement opportunities within the Council will be offered across the whole Council and therefore placements would, in theory, be available in all islands and areas where there are Council employees. The initial Kickstart Scheme focused on support for 16–24-year-olds that are on Universal Credit, but the proposal is to now widen that out to include over 25s and those identified as priority groups under NOLB, which will ensure a wider reach in terms of those eligible for placements under the scheme, and hopefully ensure more opportunities across a wider spread of communities and geographical areas in Orkney.</p>
What are the intended impacts/outcomes and how do these potentially differ in the islands?	<p>The overall aim of the proposed scheme is to improve life chances and prospects for those furthest from employment. The scheme is intended to lead to outcomes such as enabling the development of confidence, abilities and skills that people can use in employment and supporting individuals in particular those who need more choices and more chances to achieve their full potential.</p> <p>Subsidised, work-based training placements will provide employment opportunity within the Council for people facing barriers and challenges to gaining sustained employment. Under this initiative individuals highlighted at both a national and local level as priority groups under No One Left Behind would benefit from skills development, employment and progression opportunities. The scheme will maximise their readiness to make a successful transition into long term employment, giving them the confidence and competence to succeed and support aspects of positive health and wellbeing. The scheme will also provide positive outcomes for the Council as an employer by providing funding support to create new posts to develop their potential and improve the sustainability and long-term functionality of their service.</p>

Island Communities Impact Assessment

Kickstart - Supported Employment Placements Scheme

	<p>Placements are not determined on a geographical basis and are open to Council positions across the County. The needs and demands for placements are different in each of the isles, but they are also different across the communities and parishes on the Orkney mainland.</p> <p>Employability staff, through CLD, have good links, knowledge and understanding of the needs of each of the different communities across Orkney and are already providing Employment Recruitment Incentives and employability support across Orkney.</p>
Is the policy, strategy or service new?	Yes
STEP 2 - Gather your data and identify your stakeholders	Responses
What data is available about the current situation in the islands?	<p>National and Orkney wide data is used on a quarterly basis to ensure partners on the Local Employability Partnership are abreast of data trends and related indicators, so that identify needs are fed directly into the actions of the LEP. Although much of the data does not break down to individual islands or communities within Orkney it does identify where Orkney sits in comparison to the other 32 Local Authorities across Scotland Local partners also gather and collate local data which can drill down into more specific local needs.</p> <p>Early findings from research on the impact of Coronavirus on the economy suggests that there may be further inequalities relating to gender, disability and race.</p> <p>Research papers include: impacts-of-covid-19-on-equality-in-scotland unequal impact? Coronavirus and the gendered economic impact unequal impact? Coronavirus and BAME people</p> <p>On a local level, in December 2021, statistics from DWP identified 986 individuals claiming Universal Credit across Orkney, of these 831 were over 25 years old. This demonstrates that the opportunity for supported employment opportunities within the Council could be extended and the eligibility criteria broadened.</p>
Do you need to consult?	<p>Previous consultations for the Community Plan, Orkney Matters and the CLD Partners Plan have fed into the development of the multi-agency Local Employability Partnership Plan which in turn is driving the collaborative approaches to improving employability support throughout</p>

Island Communities Impact Assessment

Kickstart - Supported Employment Placements Scheme

	<p>Orkney. The LEP reports directly to Community Planning through the Sustainable Recovery Delivery Group.</p> <p>A key development area in the new LEP plan is to increase the number of employment opportunities and experiences available for those in the targeted groups under No One Left Behind (NOLB) and also to increase employer engagement.</p>
How does any existing data differ between islands?	<p>Although the data does not break down to individual islands or communities within Orkney it does identify where Orkney sits in comparison to the other 32 Local Authorities across Scotland.</p> <p>Alongside the national data sets Local partners also gather and collate local data in a data dashboard which utilises partners knowledge and data evidence, both qualitative and quantitative to drill down into more specific local needs.</p>
Are there any existing design features or mitigations in place?	
STEP 3 - Consultation	Responses
Who do you need to consult with?	<p>Previous consultations for the Community Plan, Orkney Matters and the CLD Partners Plan have fed into the development of the multi-agency Local Employability Partnership Plan which in turn is driving the collaborative approaches to improving employability support throughout Orkney. The LEP reports directly to Community Planning through the Sustainable Recovery Delivery Group.</p> <p>A key development area in the new LEP plan is to increase the number of employment opportunities and experiences available for those in the targeted groups under No One Left Behind (NOLB) and also to increase employer engagement. Another priority of the LEP plan is to engage effectively with lived experiences groups and individuals to ensure they are a equal partner in developing effective solutions and opportunities based on and relevant to their experiences.</p>
How will you carry out your consultation and in what timescales?	<p>Consultations already undertaken have fed into the development of the LEP plan which is the driving force behind key elements of this scheme to increase the number of supported employment opportunities in existence across Orkney.</p>
What questions will you ask when considering how to address island realities?	<p>Community Planning and the recent Orkney Matters consultations have considered and had community conversation sessions with all the geographical communities across Orkney. CLD have Community</p>

Island Communities Impact Assessment

Kickstart - Supported Employment Placements Scheme

	learning Officers directly linked to each community in Orkney and they gather regular input and information on a community level which is fed into both the CLD Partners Plan and the LEP Plan, both of which are linked up through Community Planning.
What information has already been gathered through consultations and what concerns have been raised previously by island communities?	Communities are keen to see their economies thrive again, following the effects of Covid. They want more jobs and opportunities across Orkney, and in particular in their own areas and parishes. There is widespread concern about migration away from rural parishes into Kirkwall or away from Orkney altogether. As the biggest employer across Orkney, the Council has employment opportunities in the majority of parishes in some shape or form. Not all areas will benefit from the proposed scheme but the possibility of supported placements throughout our island communities is certainly conceivable.
Is your consultation robust and meaningful and sufficient to comply with the Section 7 duty?	Consultation and community and partner input has been key in the development of subsidised, supported employment opportunities, both through the LEP and through Orkney Islands Council.
STEP 4 - Assessment	Responses
Does your assessment identify any unique impacts on island communities?	As stated above the majority of placement opportunities are likely to be in and around the Kirkwall area as that is where the majority of Council jobs and indeed people are. However, the scheme is open and eligible to every island community across Orkney, where Council jobs exist. It will be the responsibility of Service Managers and their staff teams to promote the scheme and apply for the subsidised placements, if they can ensure the support and rationalise for a new and relevant placement opportunity exists.
Does your assessment identify any potential barriers or wider impacts?	As above
How will you address these?	N/A

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You must now determine whether in your opinion your policy, strategy or service is likely to have an effect on an island community, which is significantly different from its effect on other communities (including other island communities).

If your answer is **NO** to the above question, a full ICIA will NOT be required and **you can proceed to Step SIX**. If

the answer is **YES**, an ICIA must be prepared and **you should proceed to Step FIVE**.

To form your opinion, the following questions should be considered:

- Does the evidence show different circumstances or different expectations or needs, or different experiences or outcomes (such as different levels of satisfaction, or different rates of participation)?
- Are these different effects likely?
- Are these effects significantly different?
- Could the effect amount to a disadvantage for an island community compared to the Scottish mainland or between island groups?

STEP 5 – Preparing your ICIA	Responses
In Step Five, you should describe the likely significantly different effect of the policy, strategy or service:	
Assess the extent to which you consider that the policy, strategy or service can be developed or delivered in such a manner as to improve or mitigate, for island communities, the outcomes resulting from it.	
Consider alternative delivery mechanisms and whether further consultation is required.	
Describe how these alternative delivery mechanisms will improve or mitigate outcomes for island communities.	


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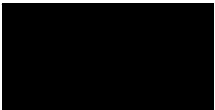
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Identify resources required to improve or mitigate outcomes for island communities.	
STEP 6 - Making adjustments to your work	Responses
Should delivery mechanisms/mitigations vary in different communities?	No, this proposed scheme is focused on Orkney Islands Council in its entirety therefore there will be the opportunity for placements to be taken across the County. Service Managers taking on the placements through this scheme need to ensure that appropriate support is available to both line managers, teams and the individuals on the placement. CLD employability Support Services will offer any additional support where they can and this will not be determined by the location of the placement but by the capacity of the team to assist across the board.
Do you need to consult with island communities in respect of mechanisms or mitigations?	No
Have island circumstances been factored into the evaluation process?	Yes
Have any island-specific indicators/targets been identified that require monitoring?	When monitoring and evaluating the scheme the CLD Employability Service will review the number of placements, where the placements were based, with what departments and the overall success of the placements at the end of the 6-month period, including outcomes achieved in line with CLD KPIs.
How will outcomes be measured on the islands?	As above
How has the policy, strategy or service affected island communities?	It is envisaged that the scheme will affect island communities in a positive way by creating positive chances and progression routes for people who would often be unlikely to receive such opportunities. It will also allow for the creation of opportunities and expansion of service delivery as different Council services engage and develop new staff and enhance the diversity within the Council's workforce.
How will lessons learned in this ICIA inform future policy making and service delivery?	

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STEP 7 - Publishing your ICIA	Responses
Have you presented your ICIA in an Easy Read format?	Yes
Does it need to be presented in Gaelic or any other language?	No
Where will you publish your ICIA and will relevant stakeholders be able to easily access it?	The ICIA will be published as an appendix to the Policy & Resources Committee Report to review the Council's involvement in the Kickstart Scheme and to consider the widening of the criteria for further subsidised placements.
Who will sign-off your final ICIA and why?	

ICIA completed by:	Kerry Spence
Position:	Service Manager – Community Learning Development & Employability
Signature:	
Date complete:	11 February 2022

ICIA approved by:	Frances Troup
Position:	Head of Community Learning, Leisure and Housing
Signature:	
Date approved:	17 February 2022