

## Equality Impact Assessment (EQIA) form

### A. General Information

<b>Name of proposal</b>	Employability and social service career development
<b>Responsible directorate</b>	Development and Innovation
<b>Team</b>	Workforce Planning

### B. Aims of the proposal

<b>What do you hope to achieve?</b>	<p><b>Aims</b></p> <p>This programme of work about employability and career development supports social service workforce planning policy and strategy. For example, we will contribute to the vision in the Health and Social Care: National Workforce Strategy (2022) of “a sustainable, skilled workforce with attractive career choices where all are respected and valued for the work they do”.<sup>1</sup> The importance of a sustainable workforce and career attractiveness is also recognised within current early learning and childcare policy.<sup>2</sup></p> <p>We want to support career seekers, current social service workers, employers and many other relevant groups (for example, careers advisers, teachers, work coaches and other employment support workers) to improve their awareness of career opportunities across the sector. We also want to improve the attractiveness of careers (for career seekers and current social service workers in particular).</p>
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<sup>1</sup> <https://www.gov.scot/publications/national-workforce-strategy-health-social-care/>

<sup>2</sup> <https://www.gov.scot/policies/early-education-and-care/early-years-workforce/>

	<p>This is a new impact assessment to inform our work on employability and social service career development from August 2022. Previous impact assessments about apprenticeships and employability<sup>3</sup> and SSSC's recent support to the Introduction to a Career in Social Care<sup>4</sup> college course are available online.</p> <p><b>Summary of work planned</b></p> <p>Within this programme of work, we want to:</p> <ul style="list-style-type: none"> <li>• enhance our social service careers guidance and our careers website <a href="http://www.careersincare.scot">www.careersincare.scot</a></li> <li>• make better use of technology in order to improve our Careers Ambassador service and increase our engagement with schools</li> <li>• research and promote career development and upskilling opportunities for the current social service workforce</li> <li>• publish pre-employment learning products which can be freely accessed and used by a range of audiences</li> <li>• create and improve guidance for employability organisations about care careers while promoting the services they can offer to employers and career seekers.</li> </ul>
<p><b>Why is the proposal needed?</b></p>	<p>We recognise that improved careers opportunities are a necessary part of a wider national strategy to achieve a sustainable workforce in which individual workers feel respected and valued.</p> <p>In planning how we will improve these opportunities, we have been further influenced by changes within the social service workforce, the Scottish labour market and the wider Scottish population. Some of the evidence is set out below.</p> <p>These changes highlight a potential imbalance, with a growing workforce on one side and a potentially lower supply of people looking for a new career on the other. We suggest these workforce and population changes reinforce the critical importance of improving the attractiveness of social service careers, widening</p>

<sup>3</sup> <https://www.sssc.uk.com/knowledgebase/article/KA-02990/en-us>

<sup>4</sup> <https://www.sssc.uk.com/knowledgebase/article/KA-03248/en-us>

access to supportive employment and promoting career development opportunities to as many audiences as possible.

Examples of evidence informing the need for this proposal are below.

- Scottish Care<sup>5</sup> and Coalition of Care and Support Providers in Scotland (CCPS)<sup>6</sup> report on the difficulties many employers face in recruiting and retaining the right staff. Career development opportunities are one area, among others like pay, conditions and work-life balance, known to impact on the attractiveness of roles to current employees and career seekers.
- There is evidence<sup>7</sup> that some groups have been more acutely affected by COVID-19 in terms of social-economic disadvantage and access to work, including young people, people on low incomes, people of minority ethnicities, lone parents and women. We'll have an opportunity in this work, particularly with our employability activity, to promote opportunities for these groups.
- The UK government furlough scheme (which ended in September 2021) had been supporting 270,000 jobs in Scotland. Many others in the Scottish labour market were facing job insecurity and it was anticipated that people may have chosen to transition to a career in social care or childcare. However, labour market data from Scottish Government shows that the unemployment rate actually fell below pre-pandemic levels in early 2022.<sup>8</sup>
- 2020-based population projections prepared by National Records of Scotland (NRS) indicate that we face an increase in the non-working population and a small decline in the percentage of the working age population.<sup>9</sup> This will potentially create a talent shortage combined with an increased need for a skilled social service sector to deliver care and support. In the NRS mid-2021 population estimates, migration was shown to be responsible for Scotland's overall growth of 0.5%<sup>10</sup>

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<sup>5</sup> <https://scottishcare.org/workforce-recruitment-and-retention-survey-interim-report/>

<sup>6</sup> [https://www.ccpscotland.org/wp-content/uploads/2022/06/2021-Benchmarking-Report\\_Executive-Summary.pdf](https://www.ccpscotland.org/wp-content/uploads/2022/06/2021-Benchmarking-Report_Executive-Summary.pdf)

<sup>7</sup> <https://www.gov.scot/publications/the-impacts-of-covid-19-on-equality-in-scotland/>

<sup>8</sup> <https://www.gov.scot/publications/monthly-economic-brief-january-2022/pages/4/>

<sup>9</sup> <https://www.nrscotland.gov.uk/files//statistics/population-projections/2020-based/pop-proj-2020-scot-nat-pub.pdf>

<sup>10</sup> <https://www.nrscotland.gov.uk/files//statistics/population-estimates/mid-21/mid-year-pop-est-21-report.pdf>

- In 2018 the Scottish Government estimated 5.6% of social care and childcare workers were EU (European Union) nationals.<sup>11</sup> The United Kingdom left the European Union on 31 January 2020 and free movement ended on 1 January 2021. The new points-based immigration system must be used by employers who wish to hire social service workers from non-UK countries. The same system will apply equally to all countries, and this may broaden the appeal of careers in Scotland to a more diverse international audience.
- Until last year, the social service workforce had been growing each year. By the end of 2020 it was at its highest ever level of 209,690 workers.<sup>12</sup> This growth it likely to have been driven by several factors including increased need for care at home/housing support services, population change and new policy (for example the expansion in early learning and childcare).<sup>13</sup>
- While the workforce has been growing for over a decade, the most recent data showed a slight fall of 0.6% at the end of 2021, driven by decreases in care at home/housing support and care home.<sup>13</sup> It's possible this drop is not due to a reduction in need, but is instead reflective of ongoing recruitment and retention difficulties, and higher vacancies. This has been observed in England.<sup>14</sup> Vacancy data for 2021 is not yet published in Scotland.
- At 31 December 2020, 36% of all care services (excluding childminders) reported having at least one vacancy.<sup>15</sup> This is significantly higher than vacancy rates reported by other types of sector.
- Care homes for older people (55% of services reporting a vacancy), housing support services (60%), care at home services (59%), and care homes for adults (48%) had the largest proportion of services reporting at least one vacancy which is significantly higher than the above rate for all care services.
- Some level of vacancy can be expected with a growing workforce; however, it is of concern that of those care services reporting vacancies there was a high percentage (between 52-63% in the case of housing support, care homes for older people and care at home) which also reported them as 'hard

<sup>11</sup> <https://www.gov.scot/publications/contribution-non-uk-eu-workers-social-care-workforce-scotland/>

<sup>12</sup> <https://data.sssc.uk.com/data-publications/22-workforce-data-report/263-scottish-social-service-sector-report-on-2020-workforce-data>

<sup>13</sup> <https://data.sssc.uk.com/data-publications/22-workforce-data-report/295-scottish-social-service-sector-report-on-2021-workforce-data>.

<sup>14</sup> <https://www.skillsforcare.org.uk/Adult-Social-Care-Workforce-Data/Workforce-intelligence/documents/State-of-the-adult-social-care-sector/The-State-of-the-Adult-Social-Care-Sector-and-Workforce-2021.pdf>

<sup>15</sup> <https://data.sssc.uk.com/data-publications/30-vacancy-reports/280-staff-vacancies-in-care-services-2020-report>

	to fill'. Commonly reported reasons in these service types include 'too few applicants' and 'too few applicants with experience'.
<b>How will the proposal contribute to the SSSC's strategic objectives and/or priorities?</b>	<p>This work will support strategic outcome 3: Our workforce planning activities support employers, commissioners and policy makers to deliver, a sustainable, integrated and innovative workforce.</p> <p>The SSSC strategic plan 2020-2023 states we will "continue to enhance career pathways and promote social services as an attractive career".<sup>16</sup></p> <p>This work could also support the SSSC's newer strategic outcome 4: The social work, social care and early years workforce is recognised as professional and regulated and valued for the difference it makes to people's lives.</p> <p>We will support this new strategic outcome by working with the SSSC's Communications and Policy Department to increase the impact of our careers promotion to the current workforce and wider public. We will emphasise the value of the workforce, including the important role played by social service professionals during the COVID-19 pandemic.</p>
<b>How will the proposal address the SSSC's Equality duties?</b>	<p>We hope this work will have positive impacts on a range of individuals, groups and organisations. In this document we have assessed below the possible impacts on protected characteristics and will reflect on these as we make decisions and carry out our activities.</p> <p>We will progress our activity in collaboration with others, ensuring we can increase reach and impact. This approach should also help us to identify opportunities to meet our public sector equality duties, below.</p> <ul style="list-style-type: none"> <li>• Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.</li> <li>• Advance equality of opportunity between people who share a protected characteristic and those who do not.</li> <li>• Foster good relations between people who share a protected characteristic and those who do not.</li> </ul>

<sup>16</sup> <https://www.sssc.uk.com/knowledgebase/article/KA-02909/en-us>

### C. Data and evidence gathering

<p><b>What evidence has been used to come to the decisions contained in this EqIA?</b></p>	<p>As described above, we will use workforce, labour market and population data and insights from the current workforce to inform our workplan and make decisions in the course of carrying out our activities.</p> <p>Some of our proposed activities are influenced by a strategic options development analysis (SODA) in 2019-2020 which we described in a previous equality impact assessment.<sup>17</sup> Particular ideas from this analysis which we continue to take forward in 2022 include redesigning the SSSC's Career Ambassador service and improving employability routes.</p> <p>Other evidence which supports this programme of work is our earlier research into career pathways<sup>18</sup> and workforce movement<sup>19</sup> and we will continue to make significant use of data, analysis and support from Workforce Intelligence colleagues. We will also use data published by other organisations for example Skills Development Scotland.</p> <p>We will look for opportunities to gather evidence and insights proactively as we progress this work, for example through surveys and event feedback.</p> <p>Our assessment below of protected characteristics also contains references to a range of evidence.</p>
<p><b>Has the proposal been the subject of relevant engagement and/or consultation?</b></p>	<p>Our proposed workplan has been informed by our engagement with a wide range of organisations, including employers, Scottish Care, Coalition of Care and Support Providers Scotland (CCPS), Skills Development Scotland, Scottish Government, Scottish Qualifications Authority, Scottish Funding Council, COSLA (Convention of Scottish Local Authorities), employability organisations, Scottish Training Federation, training providers, College Development Network and higher education representatives.</p> <p>Much of this work will be monitored through our multi-partner careers reference group and our employability group. The SSSC also hosts a new social care workforce planning network on LinkedIn which provides further opportunity for engagement and consultation.</p>

<sup>17</sup> <https://www.sssc.uk.com/knowledgebase/article/KA-02990/en-us>

<sup>18</sup> <https://www.sssc.uk.com/knowledgebase/article/KA-02681/en-us>

<sup>19</sup> <https://www.sssc.uk.com/knowledgebase/article/KA-02680/en-us>

	We will seek to develop products and initiatives in partnership to make the best use of evidence and increase the impact of our activities.
<b>Has best judgement been used in place of data/research/evidence?</b>	Our work to improve career opportunities has made best use of data and evidence combined with the expertise and experiences of partner organisations, employers and social service workers.
<b>Have any gaps been found in the data?</b>	<p>In our assessment against protected characteristics, below, we have identified evidence gaps related to underreporting or absence of data collection. SSSC is actively addressing this through creating a process within MySSSC for registrants to add their equality information.<sup>20</sup></p> <p>We benefit from education and employment data however this will come from a variety of sources and we may not always be able to integrate it. For example, we can identify numbers of people accessing particular qualifications, yet cannot consistently track peoples' career paths through education or into employment.</p> <p>We have limited data about how the sector currently makes use of national skills and education funding, such as the Flexible Workforce Development Fund and Part Time Fee Grant.</p> <p>Published vacancy reports give a good insight into which types of care service across Scotland are more likely to have vacancies, and the reasons why some of these might be 'hard to fill'. We do not have a clear understanding of vacancy patterns within each local authority (e.g. by service type) or potential differences by sector type (voluntary, public, independent).</p> <p>In our monthly employability group, which formed in 2021, we have benefited from evidence sharing for example a presentation about the three year evaluation of Fair Start Scotland.<sup>21</sup> Members of the group, which will continue in 2022-2023, have expressed a need for more active and timeous insight gathering so we can collectively consider the impact of different employability activities, and place more emphasis on approaches which are working well.</p>

<sup>20</sup> [https://www.sssc.uk.com/\\_entity/annotation/72e8b2dd-85c9-62af-be85-0f49dd714476](https://www.sssc.uk.com/_entity/annotation/72e8b2dd-85c9-62af-be85-0f49dd714476)

<sup>21</sup> <https://www.gov.scot/publications/fair-start-scotland-evaluation-report-4-overview-year-3/>

## D. ASSESSING IMPACT AND IDENTIFYING OPPORTUNITIES TO PROMOTE EQUALITY

### Race – positive impact

The latest SSSC Report on Workforce Data 2021<sup>22</sup> indicates that 3% of the workforce reported belonging to an Asian, Black or 'other' ethnic group. This ranged from 1% in the public sector to 4% in the private sector. 74% of the workforce reported belonging to a White ethnic group.

Unfortunately, there is a high level of unknown responses (23%) which prevents us from fully understanding the extent to which different ethnicities are represented across the workforce.

We do not have data about the different nationalities of people working in the sector. The Scottish Government however has previously estimated that nearly 6% of workers in adult social care and childcare are from EU countries (around 9830 people).<sup>23</sup> As above, the NRS projects that Scottish population growth will only be achieved through inward migration.

Our activity will promote equality of opportunity. Different approaches may be suitable depending on the needs of different populations, with examples below.

- For individuals from Scotland who also belong to a minority ethnic group, or who hold a different/additional nationality, it will be important that our careers resources are appealing and reflect the benefits of diverse workplaces.
- For individuals migrating to Scotland to start a career it will be important to have access to clear, straightforward information about getting started including how to access funding for training when that is required.
- Refugees and asylum seekers living in Scotland may benefit from tailored guidance to understand what support is available to them and how they can access opportunities. SSSC began work with the Scottish Refugee Council in 2022 to support awareness raising among employers and individuals wishing to start a career.
- Where relevant, individuals who have moved to Scotland may benefit from access to resources to improve English language skills and we will take this into account when designing pre-employment resources and guidance.

<sup>22</sup> <https://data.sssc.uk.com/images/WDR/WDR2021.pdf>

<sup>23</sup> <https://www.gov.scot/publications/contribution-non-uk-eu-workers-social-care-workforce-scotland/>



- Individuals not yet residing in Scotland may benefit from information about the UK points based immigration system, and how it applies to careers in social services. Employers may also benefit from this guidance which could support them to recruit from outwith the UK. SSSC started to provide guidance to the sector about this in 2022 and are due to publish a webpage on the topic.

### **Disability – positive impact**

The SSSC Report on Workforce Data 2021 indicates at least 2% of the workforce report having a disability. This could be an underreported figure due to the 16% recorded as unknown.<sup>24</sup> Recent statistics from the 2020/21 Annual Population Survey shows that the employment rate for the disabled population was 47.4% compared with 80.2% for those not classed as disabled.<sup>25</sup>

Through employability group activity we will raise awareness of initiatives to support disabled people who may experience barriers to work, for example enhanced modern apprenticeship funding, Access to Work and the responsibility of employers to make reasonable adjustments. We work in partnership with Department of Work and Pensions and will look for opportunities to raise awareness of supports among disabled people and employers. SSSC also recently achieved the second level of the Disability Confident scheme.

We carried out an accessibility audit on our careers website in 2020, making several improvements and committing to becoming fully compliant with regulations in future. We will make sure new careers resources can be used by as many people as possible.

### **Sex – positive impact**

The SSSC Report on Workforce Data 2021 indicates the social services workforce is predominately women (83%) although there are sub-sectors in which there is a greater representation of men for example in criminal justice services and residential children's services.<sup>26</sup> The Annual Population Survey (2020 to 2021) indicated that in the last 10 years the health and social services sector has seen a larger increase in employment for women.<sup>27</sup>

As with the general workforce profile, women disproportionately spend more time on unpaid care work than men and this impacts on their access to the labour market and career opportunities.<sup>28</sup>

<sup>24</sup> <https://data.sssc.uk.com/images/WDR/WDR2021.pdf>

<sup>25</sup> <https://www.gov.scot/publications/scotlands-labour-market-people-places-regions-statistics-annual-population-survey-2020-21/>

<sup>26</sup> <https://data.sssc.uk.com/images/WDR/WDR2021.pdf>

<sup>27</sup> <https://www.gov.scot/publications/scotlands-labour-market-people-places-regions-statistics-annual-population-survey-2020-21/>

<sup>28</sup> [https://www.oecd.org/dev/development-gender/Unpaid\\_care\\_work.pdf](https://www.oecd.org/dev/development-gender/Unpaid_care_work.pdf)

A report by Close the Gap in 2021 found that COVID-19 deepened existing disparities between women and men with regards to access to the labour market.<sup>29</sup> It described that women were more likely to have lost their job, had their hours cut or be furloughed. In a response to the advisory group on economic recovery in 2020, Close the Gap advised that skills interventions aimed at women need to reduce occupational segregation and recognise the specific barriers they face when looking to enter work or pursue career development.<sup>30</sup>

A considerable proportion of the Scottish population have had some contact with the justice system. It is reported to us by employment support workers that people with previous convictions may discount themselves from regulated work without exploring career opportunities which may be available. Men are more likely to have previous convictions than women.<sup>31</sup> Disclosure Scotland and partners report that social exclusion and reoffending can be reduced through volunteering, work or education opportunities.<sup>32</sup>

This evidence will help us be responsive to the needs of different groups and we will tailor activity accordingly, without reliance on stereotypes. The aim is to widen opportunities in recognition of the benefits of achieving greater gender diversity in the workforce.

- As with previous years we will promote gender diversity in our careers products. This will include new career stories on our careers website.
- We may support targeted campaigns which promote careers to men as this will increase workforce diversity and contribute to workforce growth.
- We may support targeted campaigns which promote careers to women, and we may highlight issues covered above such as increased impacts from COVID-19 on caring roles and level of employment.
- We can promote the sector as a source of secure and flexible work, with access to qualifications and learning opportunities. We can also raise awareness of supports for anyone with caring responsibilities such as Fair Start Scotland and the Parental Employability Support Fund.
- We will continue to work with Disclosure Scotland and other organisations to promote opportunities to people with previous convictions. Previous work includes a podcast<sup>33</sup> and we plan to strengthen our careers and recruitment guidance in relation to convictions, noting recent reforms to the criminal justice system.<sup>34</sup>

<sup>29</sup> [https://www.closesthegap.org.uk/content/resources/1617267711\\_One-Year-On---How-COVID-19-is-impacting-womens-employment-in-Scotland.pdf](https://www.closesthegap.org.uk/content/resources/1617267711_One-Year-On---How-COVID-19-is-impacting-womens-employment-in-Scotland.pdf)

<sup>30</sup> <https://www.closesthegap.org.uk/news/blog/joint-response-to-the-advisory-group-on-economic-recovery-report/>

<sup>31</sup> <https://www.gov.scot/publications/women-justice-system/>

<sup>32</sup> <https://www.mygov.scot/scotland-works-for-you>

<sup>33</sup> <https://podcast.iriss.org.uk/careers-in-social-services-the-role-of-disclosure-scotland>

<sup>34</sup> <https://www.gov.scot/policies/reducing-reoffending/disclosure-of-convictions/>

### **Sexual orientation – neutral impact**

The SSSC does not collect or publish workforce data about this protected characteristic although as noted above (gaps in evidence) we are actively addressing this through our MySSSC portal. We currently have a limited understanding about how different sexual orientations are represented across the workforce.

A 2018 survey and report by Stonewall Scotland found that 12% of lesbian, gay and bisexual staff were not open about their sexual orientation at work.<sup>35</sup> The report includes several recommendations for employers including good practice when advertising job roles. We will be alert to opportunities to share these with stakeholders.

We aim to promote diversity and widen accessibility and as far as we can assess, we do not determine that there would be any negative impact from this work.

### **Gender reassignment – neutral impact**

The SSSC does not publish workforce data about this protected characteristic although as noted above (gaps in evidence) we are actively addressing this through our MySSSC portal. We have a limited understanding about the representation of trans people across the current workforce. It has been estimated that 0.5% of the population are trans which is approximately 24,000 adults.<sup>36</sup>

A 2016 survey by Scottish Trans found that only 6% of respondents always felt comfortable sharing their non-binary identity at work. 55% of respondents worried that sharing their identity would impact on their career progression.<sup>37</sup>

A 2021 report by LGBT Health and Wellbeing described barriers experienced by trans people at different points of the employment and career development journey.<sup>38</sup> This report provides ideas for improvement which this programme of work can learn from such as promoting positive visibility. Specific recommendations for employers include recruitment processes which encourage trans applicants and do not exclude non-binary identities.

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<sup>35</sup> [https://www.stonewallscotland.org.uk/system/files/lgbt\\_in\\_scotland\\_work\\_report.pdf](https://www.stonewallscotland.org.uk/system/files/lgbt_in_scotland_work_report.pdf)

<sup>36</sup> [https://www.scotphn.net/wp-content/uploads/2017/04/2018\\_05\\_16-HCNA-of-Gender-Identity-Services.pdf](https://www.scotphn.net/wp-content/uploads/2017/04/2018_05_16-HCNA-of-Gender-Identity-Services.pdf)

<sup>37</sup> <https://www.scottishtrans.org/wp-content/uploads/2016/11/Non-binary-report.pdf>

<sup>38</sup> <https://www.lgbthealth.org.uk/resource/trans-people-scotland-work/>

We aim to promote diversity and widen accessibility and as far as we can assess, we do not determine that there would be any negative impact from this work.

### **Age – positive impact**

The SSSC Report on Workforce Data 2021 shows that the median age of the workforce is 43 but there is variance across sub-sector and employer type. The median age of the workforce is highest in the public sector (47) and lowest in the private sector (40). Staff working in early years services in the private sector have the lowest median age (28).<sup>39</sup>

For the years 2019 to 2020, and 2020 to 2021, we could establish from our Register that young people under 25 years were the largest group to start with a new employer. This data is not published in SSSC workforce data however we have referred to this in articles<sup>40</sup> and within working groups. This is encouraging and highlights that the sector is providing career opportunities for young people, however we have limited evidence about their experiences or how long they are retained.

While modern apprenticeships are available for all ages, financial contributions are lower for people who are over 25 and therefore people over this age may experience disadvantage in some circumstances. In 2021-2022 however, nearly 80% of apprenticeship starts in social care settings were over 25 and this likely indicates the strength of this route within the existing workforce. While positive to see opportunities for existing workers, the lower number of starts in social care for those 16-19 (approx. 6%) and 20-24 (approx. 14%) may mean that new apprenticeship employment opportunities for young people are reduced.<sup>41</sup> The opposite is the case in children and young people's services, where apprentices under 25 years account for approximately 70% of all starts.

Members of our employability group have reported that some employers may anticipate that younger people are more likely to have previous convictions. However, in reality the average age of people convicted in court has risen. In 2010-11, 18-20 year olds had the highest conviction rate at 62 convictions per 1,000 population, whereas in 2019-20 the highest rates were for those aged between 31-40 years old (32 convictions per 1,000 population) and 21-30 (31 per 1,000).<sup>42</sup>

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<sup>39</sup> <https://data.sssc.uk.com/images/WDR/WDR2021.pdf>

<sup>40</sup> <https://news.sssc.uk.com/news/young-persons-guarantee-social-services>

<sup>41</sup> <https://www.skillsdevelopmentscotland.co.uk/media/49238/modern-apprenticeship-supplementary-tables-quarter-4-2021-22.xlsx>

<sup>42</sup> <https://www.gov.scot/news/criminal-proceedings-in-scotland-2019-20/>

- We will improve our awareness of young people's experiences when choosing a career, or when first entering the sector. Our careers ambassador service can play an important role by taking part in online careers sessions for schools and the Prince's Trust.
- We will engage with learning providers and employers to understand how modern apprenticeship opportunities in social care can be better promoted to younger people.
- When creating our pre-employment resources and promoting career pathways we will be aware and sensitive to messages which may imply that careers are more suitable for people who are in a certain age group. While we may promote desirable qualities like life experience, we will recognise that this may apply to some age groups more than others. We will also describe desirable skills, qualities and values which can be held regardless of age.
- When promoting career development and upskilling opportunities to new or existing workers we will take an inclusive approach, noting the broad age range within the sector.
- We will continue to work with Disclosure Scotland and employability group members to improve the accuracy of information around previous convictions or other contact with the criminal justice system and aim to build confidence about career opportunities among work coaches, employers and individuals.

### **Marriage and civil partnership – neutral impact**

The SSSC does not publish workforce data about marriage and civil partnerships. While we are improving collection of equalities information in MySSSC we do not ask about this characteristic.

Our programme of work will promote diversity and widen accessibility. As far as we can assess, we do not determine that there would be any negative impact from this work.

### **Pregnancy and maternity – neutral impact**

The SSSC does not publish workforce data about pregnancy and maternity. While we are improving collection of equalities information in MySSSC we do not ask about this characteristic.

We recognise that those who are pregnant, on maternity leave or returning to work may be at risk of discrimination in terms of access to employment or career development opportunities.

We aim to promote opportunities to people with this protected characteristic across our careers and employability work. For example we regularly signpost to the Parental Employability Support Fund which can be accessed by pregnant women, families who have a child under one year and lone parents, and intend to also include this within new pre-employment resources and guidance. We will also take this protected characteristic into account when promoting opportunities for current workers, for example funding for part time online modules and qualifications.

We aim to promote diversity and widen accessibility and as far as we can assess, we do not determine that there would be any negative impact from this work.

### **Religion or belief – neutral impact**

The SSSC does not publish workforce data on religion and beliefs. We are now improving our data collection with regards to the registered workforce by asking this question in MySSSC.

When creating employability guidance we will look for opportunities to identify and respond to the real or perceived barriers which may be encountered by people who share a protected religion or belief. Our existing resources like A Question of Care<sup>43</sup> include scenarios which allow individuals to learn about protected beliefs and reflect on how they can be respected in practice by social service workers.

We are engaging with Scottish Refugee Council who are advising on how we can improve language in our employability materials to remove disadvantage for those who have been forcibly displaced from other countries. This engagement takes into account that refugees and asylum seekers may have experienced persecution for holding philosophical or religious beliefs.

We aim to promote diversity and widen accessibility and as far as we can assess, we do not determine that there would be any negative impact from this work.

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<sup>43</sup> <https://www.aquestionofcare.org.uk/>

## E. CHALLENGES AND OPPORTUNITIES FOR GROUPS LIVING IN AN ISLAND COMMUNITY

This section considers the impact or effect of the proposal on island communities and whether this could be significantly different from its effect on other communities.

As described in an earlier part of this impact assessment, our activity is influenced by a range of evidence including that related to the population, labour market and changes in the existing care workforce.

The national plan for Scotland's islands describes that "population decline is a real threat to the sustainability of many, although not all, of Scotland's island communities. Over the last 10 years, almost twice as many islands have lost populations as have gained." <sup>44</sup>

The plan also warns that people may need to leave island communities in later years if there is not sufficient social care provision, stating "consequently much of the heritage and culture that the older population bring to the community is being lost, whilst family units are also being put under strain due to being separated from their older relatives."

While we will not have capacity to work directly with all island communities, we hope our planned programme of work will have a positive impact.

- We are supporting Skye's Festival of Learning (our planned careers event on 29 September 2022 was postponed however).
- We are working in partnership with education and employer representatives to deliver a week of online careers sessions on the DYW (Developing the Young Workforce) Live website. This site sits within the e-Sgoil platform which launched in Na h-Eileanan Siar in 2016, then became available nationwide in 2020 to support delivery of teaching and careers guidance during lockdown.
- We will raise awareness of online career development opportunities that can be accessed by current workers regardless of where they are located.
- Local Employability Partnership (LEP) representatives from island communities take part in our monthly employability group, helping us to improve our awareness of their specific experiences and account for these in new products and activities.
- We may consider if we can improve access to Gaelic language careers resources in future and will seek views on this from stakeholders.
- We will look for opportunities to improve guidance about social care careers for an international audience (noting the recent changes to immigration policy described earlier in this impact assessment) which may benefit employers in island communities.

<sup>44</sup> <https://www.gov.scot/publications/national-plan-scotlands-islands/pages/10/>

## **F. CHILD RIGHTS AND WELLBEING**

This section considers the impact of the proposal on children and young people, or specific groups of children and young people, in Scotland.

This programme of work will provide us with an opportunity to contribute to positive impacts on children's rights and wellbeing.

As described above, under the protected characteristic of age, we are designing activity to promote careers and employment support to young people. We are also engaging with young people through our careers ambassador programme. We are planning a week of online careers events on DYW Live and have invited a range of partners including The Prince's Trust to lead sessions.

As described under the protected characteristic of disability we are planning activity to raise awareness of careers and employment support for disabled people. In addition to national supports like Access to Work, disabled young people may be able to benefit from other supports such as enhanced contribution rates for modern apprenticeships until age 29.

We intend to publish four pre-employment resources which include learning about rights, protection, choices and wellbeing. We will include perspectives related to children and young people across all of these resources.

## **G. HEALTH AND WELLBEING AND HEALTH INEQUALITIES**

This section considers the impact of the proposal on physical and mental health and wellbeing; this includes for example, participation, creativity and developing potential.

This programme of work will provide us with an opportunity to contribute to positive impacts on health and wellbeing, and health inequalities.

We are working with Public Health Scotland who are helping us to strengthen our understanding of health inequalities and to promote the important contribution of care workers to public health. We are currently jointly producing a pre-employment learning resource focused on staying safe and well. This will cover a range of perspectives relating to current and prospective care workers.



Our wider work with the employability group will allow us to have an impact in other ways for example promoting participation in training and work experience for unemployed people, particularly those experiencing barriers to work.

Finally, we will also have a role developing the potential of current workers through promotion of career development opportunities.

## **H. ECONOMIC AND SOCIAL SUSTAINABILITY**

This section is concerned with the impact of the proposal on pay and employment opportunities as well as valuing and supporting voluntary work.

The SSSC employability group will work together on new employability products with the aim of widening access to careers and employment in care settings. This will include pre-employment learning resources which help individuals who are unemployed to reflect on their suitability for a career in care and develop their confidence should they decide to apply or take part in further training.

With support from group members, we are gathering information and evidence into new guidance for work coaches and employers. While there will be a focus on pre-employment, we will also signpost to supports to help people to maintain employment. For example, the Parental Employability Support Fund (PSEF) is available to support parents. Furthermore, a number of providers (including those offering the Fair Start Scotland service) offer continued employment support for up to one year to help people maintain their new employment and remove ongoing barriers to work.

The independent review of adult social care supported the full implementation of the Fair Work Convention's recommendations.<sup>45</sup> We will look for opportunities to learn from the work of the Fair Work in Social Care Group to ensure our activities and resources are in alignment and will play our part in promoting the significant value and contribution of this workforce.

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<sup>45</sup> <https://www.gov.scot/publications/fair-work-action-plan-annual-report/pages/12/>

## **I. Care experienced children, young people and adults**

This section concerns our duties to put Scotland's care experienced children, young people and adults at the heart of what we do.

We recognise that care experienced people may have experienced disruption to education. Evidence suggests this can lead to lasting impacts in education, training, and work.<sup>46</sup>

This programme of work has potential to positively impact on care experienced people by raising awareness of careers alongside specific supports, for example Fair Start Scotland, modern apprenticeships (with enhanced contribution rates up to age 29) and bursaries for care experienced students in further and higher education.

We have previously worked with care experienced young people to develop parts of our careers website and can use this resource to highlight the qualities that they look for in care workers. We will aim to include perspectives about care experience in pre-employment learning resources and guidance so that we continue to raise awareness of these desirable qualities. We will also highlight the value that those with diverse life experience and unique insights about the care sector can bring to employers, should they wish to choose this career.

The Scotland Works for You toolkit notes that care experienced people are one of the groups which is disproportionately represented in the criminal justice system.<sup>47</sup> As noted in a podcast by Disclosure Scotland, this might be related to trauma and can also emerge as an effect of the circumstances in which a young person is living and being cared for.<sup>48</sup> We are working with Disclosure Scotland and other employability group members to consider how we can improve our careers and employability guidance and hope this will benefit many groups (as noted elsewhere in this impact assessment) including those with care experience who have had contact with the justice system.

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<sup>46</sup> <https://www.iriss.org.uk/resources/esss-outlines/care-experience-and-employment>

<sup>47</sup> <https://www.mygov.scot/scotland-works-for-you>

<sup>48</sup> <https://podcast.iriss.org.uk/careers-in-social-services-the-role-of-disclosure-scotland>

## J. DECISION MAKING

Which of the following statements best describes the action that should be taken following the EqIA in relation to your proposal?

<b>No major change</b>	<input type="checkbox"/>
<b>Adjust the policy</b>	<input type="checkbox"/>
<b>Continue with Policy</b>	X
<b>Stop and remove the policy</b>	<input type="checkbox"/>

Outline the reasons why you've selected this option

We have identified several positive impacts, and no negative impacts. We therefore feel we should continue with this programme of work. Where we have identified neutral impacts, we will be alert to opportunities to plan future work which may allow us to demonstrate potential positive impacts on these characteristics (including gender reassignment, sexuality, religion and beliefs, and pregnancy and maternity).

### K. MONITORING AND REVIEWING

How will the implementation of the policy/proposal be monitored? How and when will the impact of the proposal be reviewed? Outline the actions that will be taken, the timescale for these and who will be responsible for carrying out these actions.

Action	Timescale	Person Responsible
Update impact assessment with new evidence and activity as required	As/when	Kerry Cannon
Republish impact assessment when major changes identified	Yearly, or as required	

### L. SIGN OFF

**Name:** Jess Alexander  
**Title:** Head of Workforce  
**Date Approved:** 17/10/22