

**FOI 2019/01505 Review request – additional information now released.**

## **Section 5.5 of WEF application form**

**When this funding ends how will the grant continue to have a lasting impact?**

### **Age Scotland**

We envisage the funded period of the project serving as a springboard, enabling us to extend the work to other corporate partners. Evidence of the project's impact on the work culture of our initial partner organisations will be used to open doors to work alongside others. We plan to be intentional about using AIM and its success as a form of 'kite mark for age inclusion.

All the learning from the pilot phase will be incorporated into an enhanced version of AIM. Age Scotland will increase its advocacy work for age inclusion in the workplace and share the learning widely.

Going forward, we will be able to charge fees for AIM at rates to cover costs and further develop the programme in response to emerging needs that arise along the journey, making it self-sustaining.

### **Family Friendly Working**

This project will have lasting impact in a number of ways:

1. This will enable Family Friendly Working Scotland to fully pilot a new project including developing valuable collateral. **IMPACT:** We aim to roll this project, benefiting a further 10 employers in 2018/2019. Indirectly benefiting over 1000 employees. In the longer term the membership will grow to 100+ employers.
2. This project will begin a journey towards greater flexible working for 4 employers. After their 6 month engagement with the project, each participating employer will be offered one year of membership with our organisation. And we anticipate that the relationship will continue beyond this. **IMPACT:** The positive workplace changes that this project kick starts, will go on to benefit four businesses, their employees and their families for years to come.
3. Four new Scottish organisations will become flexible recruiters - using 'Happy to Talk Flexible Working'. **IMPACT:** This will benefit hundreds of workers seeking flexible roles now and in the future. This will also allow us to collect further data proving the business case for flexible recruitment, which we will use to influence many more organisations to adapt to flexible recruitment. Again benefiting workers across Scotland in the future.
4. Participating employers have committed to mentoring. **IMPACT:** A further four SMEs will be monitored by participating employers, with the potential to benefit their businesses and hundreds of employees.
5. Participating employers will speak publicly at a B2B wrap up event to sell their journey to more family friendly and flexible working. **IMPACT:** At least 40 further business leaders will be inspired and encouraged to start making positive change in their organisations by hearing the stories of the four participating employers.

6. Participating employers are committed to allowing us to track their journey and produce a case study. IMPACT: Four case studies will be generated to inspire change and provide practical know how to many other organisations and tens of thousands of people via media coverage.

### **Fife Employment Action Trust**

The activities of this funding have the potential to be embedded within each of FEAT's core projects and having tried, tested and evaluated the approach, evidence will be available to other employers of the benefits of engaging with the health inequalities agenda and looking for opportunities and taking action to reduce inequalities in life circumstances including employment, education/training and income. A legacy will be realised from those who participate in the project - employees from partner companies having an increased awareness of health inequalities and how to overcome them as well as the creation of new opportunities for our service users to gain useful experience to improve their employability prospects. Senior management of the partner companies will also be better able to feed into any associated policy changes as a result of the project and ongoing collaborations with third sector organisations, including FEAT, maintaining a channel for recruitment of local people facing health inequalities

### **Mackenzie Construction**

When the funding ends, the grant funding will continue to have a lasting impact as we see this project as the very start of a organisational change programme and it is part of a wider programme of works where we are looking at integrating new technology and processes into our business model. We are looking to ultimately deploy the ageing population into supervisory roles as coaches and mentors over the next 5-10 years to help to develop and upskill the younger workforce and create a diverse and skilled workforce for the future. Our goal would be to create a 2nd stage of development around creating our own young persons apprenticeship and actively recruiting apprentices and graduates through the business whilst concentrating on developing the skills and supervisory experience of those with longer service.

We are looking to enable empowered workers to take ownership for their roles and feel empowered to coach and mentor others and thus to increase employment opportunities, progression opportunities and develop new innovation to help to add to the success of the growth of the company and help to contribute towards the economic development landscape in Scotland. We also plan to review the roles and responsibilities across our entire workforce and design relevant and tangible competency behaviours that help to explicitly measure the success of the projects at an individual, team and organisational level.

We have also currently gained our Investors in people accreditation at Gold and Young Person Silver. We would be looking to build on this and help this to inform our talent management plan for the future.

### **Scottish Association for Mental Health**

The employers who will we partner with for this project will have enhanced policies and practice that will be in place for many years ensuring a lasting impact for the employer and employees. By sharing our learning and good practice, we will reach more employers who are committed to changing their mental health in the workplace policies and practices. See Me and SAMH can work directly with these employers to make a lasting change in their business further ensuring a lasting impact across Scotland's private sector.

Internally, for See Me and SAMH, we will enhance sustainability by using the learning directly within the programmes we offer to workplaces. We will adopt the policy and practice developed in a new Good Practice Index envisaged as part of the core programme. This means that from this investment we will be able to transform the quality of policy and practice across a very wide range of employers in Scotland.

We would also like to explore further funding with VAF and others to move into a second phase to test in practice with the partner employers the new policies developed and adopted.

### **Women's Enterprise Scotland**

The grant will continue to have a lasting impact through the creation of a new peer support members only digital portal accessible by the 20 female participants of the course. The round table participants will also assist sustainability through the creation of new workplace cultures to improve gender diversity in the tech sector. Helping to retain existing women in the sector and to attract more women to choose to work in the sector going forward. The relationships created through the round table work will help to reduce workplace barriers and help to create new working relationships going forward.

Technology Scotland will help to spread awareness of the work delivered to their members, assisting with creating awareness and insight to the round table base practice work delivered.

### **Women Returners Ltd**

At the end of the project, we would have an extended set of returnship employers and would be able to disseminate evidence of the benefits for the Scottish business. This would facilitate the sustainable growth of returnships: participating companies would be more likely to fund their own programmes in subsequent years and would act as case studies to encourage other Scottish organisations, within the finance and business sector and beyond, to launch their own returner programmes.

A number of the companies participating in our current programme have already expressed strong interest in rerunning a returner programme next year which is a testament to its success and sustainability. Our experience of building the returnship market in England has demonstrated that momentum can build quickly within a sector once business success is demonstrated by a group of pioneer firms in a sector.