

Equality Impact Assessment

Scotland's Careers Strategy: Moving Forward

April 2020



Scottish Government
Riaghaltas na h-Alba
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EQUALITY IMPACT ASSESSMENT – RESULTS

Title of Policy	Scotland's Careers Strategy: Moving Forward
Summary of aims and desired outcomes of Policy	<p>The vision for our careers system is for a world-class, professionally-led, aligned and flexible system of CIAG services which delivers for every citizen, regardless of where they live in Scotland, their age or circumstance. A system through which citizens can expect a high standard of support that meets their needs when they need it most, a system that is fully interconnected to ensure citizens access the right people and services which includes employability and skills support.</p> <p>To meet our vision for an enhanced careers system, the Strategy highlights the following overarching aims and principles:</p> <ul style="list-style-type: none"> • A national model for career education, information, advice and guidance services with shared principles adopted across education, training and employability services for young people and adults; • a focus on strengthening collaborative partnerships and working more closely with target groups to co-create more CIAG designed to meet the needs of young people and adults; • a sharing of knowledge and expertise in professional development for the CIAG workforce, quality assurance, and improved outcomes; • a pan-sectoral leadership body focused on all-age CIAG provision and continuous improvement.
Directorate: Division: Team	Directorate for Fair Work, Employability and Skills: Employability Division: Careers and Employability Strategy Team

Executive Summary

Scotland's Careers Strategy: Moving Forward highlights the important role that career education, information, advice and guidance (CIAG) services in Scotland can play in helping to address future skills demands and deliver inclusive growth.

The strategy has an impact on: all users accessing careers services; employers whose workforce will have the opportunity to access an all age careers service to help them make informed choices about upskilling and retraining opportunities; and careers professionals and organisations that deliver and support the delivery of services.

The Scottish Government, as per the public sector equality duty of the Equality Act 2010, is required to assess the impact of any proposed new policy or revised policy/ policy changes.

As such, this Equality Impact Assessment (EQIA) is reviewing high level principles of the Careers Strategy document. It will be central in shaping future policy develops and the implementation phase of the Strategy. Further consideration and EQIA's will be undertaken for action points during the implementation stage.

This EQIA has been carried out to assess the equality impacts of Scotland's Careers Strategy: Moving Forward and the impacts it has on the following characteristics: age, disability, sex, pregnancy and maternity, gender reassignment, sexual orientation, race, religion or belief, and marriage and civil partnership.

As part of the EQIA, we have considered the potential impacts of the new careers strategy which is presented in the Key Finding Sections below. The findings were based upon extensive desktop research, consultation undertaken with a number of Scottish Government policy areas, and a session on disability that was facilitated by the Scottish Government's Disability Employment team.

This impact assessment has evidenced that the policy within the strategy does not directly or indirectly discriminate under the Equality Act 2010. However, a further EQIA will be conducted on the action points of the strategy at the implementation stage.

Background

Policy aims

The vision of the new careers strategy is for a world-class, professionally-led, aligned and flexible system of career information, advice and guidance services which delivers for every citizen, regardless of where they live in Scotland, their age or circumstance. We want to see a system through which citizens can expect a high standard of support that meets their needs when they need it most, a system that is fully interconnected to ensure citizens access the right people and services which include employability and skills support. Effective careers support will assist young people in making decisions about future education, training and jobs. In addition, the new career strategy aims to support individuals consider their careers, to reflect changes in personal circumstances, changes within the labour market and the wider economy. Helping these individuals to respond and adapt to such changes supports economic inclusive growth. This links with the national outcomes that “we are well educated, skilled and able to contribute to society” and “we have thriving and innovative businesses, with quality jobs and fair work for everyone.”

The Strategy also supports the delivery of the Scottish Government’s Programme for Government, Fair Work Framework, Race Equality Framework, Disability Delivery Action Plan; Scotland’s Labour Market Strategy, The 15-24 Learner Journey Review and Fairer Scotland Action Plan, STEM Strategy, Commissioning of Widening Access, A Fairer Scotland for Women: Gender Pay Gap Action Plan, Strategy for Our Veterans and Scottish Veterans Commissioners Report: Employability.

In particular it will contribute towards achieving the following outcomes:

Scotland Performs

- i. To maintain our position on labour market participation as the top performing country in the UK
- ii. To increase overall income and reduce income inequality.

National Performance Framework

- Improve the skill profile of the population.
- Reduce underemployment.
- Reduce the proportion of employees earning less than the Living Wage.
- Reduce the pay gap.

Developing the Young Workforce (DYW)

- Increase the employment rate for young disabled people to the population average by 2021.

The Learner Journey Review (15-24)

- i. We will ensure every learner in Scotland has an online learner account to link their skills and attributes to better course choices. This work will start in 2018 and be accessible by the start of 2019
- ii. We will ensure learners in schools, colleges and universities receive a joined-up approach to careers, information, advice and guidance. This work will start in 2018.

- The Child Poverty Delivery Plan identifies the steps the Government is taking to meet the ambitious targets set out in the Child Poverty (Scotland) Act 2017. The new Careers Strategy includes actions that seeks to provide people with career management skills and access to high quality career information and guidance to manage their careers in order to help to improve income from work and progression within employment.

The Organisation for Economic Co-operation and Development (OECD) estimates that one-third of UK jobs can be expected to either disappear or radically change due to automation over the next 10 to 15 years. The adults already in work who are at greatest risk of getting caught out by this change are often those currently working in lower skilled jobs. This is a group already facing significant challenges related to in-work poverty (Institute for Fiscal Studies, 2018). In the near future, a large proportion of the population will need to make new and more frequent decisions about retraining and upskilling. Already one adult in three can be expected to make use of career information every year – that demand can be expected to grow. The Careers Strategy aims to ensure all individuals in Scotland have access to career support, employability and skills development that focuses on the needs of the individual first and foremost. A system that builds on an individual's strengths and capabilities, is more joined-up and enables everyone to fulfil their potential.

Framing

The development of the Strategy was undertaken in collaboration with stakeholders and partners across the entire careers system. To help develop the EQIA and Strategy, extensive desktop research was undertaken. This included researching: Career Information, Advice and Guidance in Scotland - A Framework for Service Redesign and Improvement (March 2011); using evidence gathering conducted by SDS for their Equality & Diversity Mainstreaming Report 2019 – 2021; The Fairer Scotland for Disabled People Employment Action Plan; Scottish parliament Committee Enquires into the Gender Pay Gap and Race Equality; and researching data and published reports on the labour market experience of people with protected characteristics; and analysing other countries career strategies such as Australia's National Career Development Strategy.

In developing the Strategy and undertaking the EQIA there was also consultation undertaken with a number of Scottish Government policy areas including: Business Engagement & Regional Economic Division: (Strategic Engagement and Co-ordination Policy, Economic Partnerships Policy, Cities Policy) Enterprise and Innovation Division, Directorate for Learning: (Senior Phase Policy, Curriculum unit) College policy, Higher Education Governance Policy, Post-16 Programmes and CLD policy, (Employability Division: Employability Policy, Service Design and Delivery Team, Employability Disability Policy), Skills Division, Fair Work Division, Industrial Sectors Policy, Manufacturing Policy and NMIS

Skills Development Scotland, as Scotland's national skills body, maintain an on-going focus on ensuring diversity and equality is at the core of all CIAG services delivered through equality colleagues in the national CIAG team. They also have

responsibility for ensuring CIAG colleagues have the professional training and resources to work effectively with customers from across all the equality groups. They also work collaboratively with the other two distinct equality teams within SDS: the HR equality team who are responsible for the implementation of mainstreaming within SDS and their national training programmes (NTP) equality team who focus on ensuring that underrepresented groups can participate and achieve within apprenticeships in Scotland. As such, SDS provided evidence to identify impacts and any data gaps within this EQIA.

In addition, all public bodies including SDS, Colleges, Universities, Schools and Department for Work and Pensions (DWP) involved in the delivery of careers services have a duty under the Equality Act 2010 (Specific Duties) Scotland regulations 2012 to conduct their own equality impact assessments to ensure that their services take steps which assist with equality and meeting people's different needs, encouraging participation, and do not disadvantage anyone.

The Scope of the EQIA

The scope of this EQIA, as referred to above, is reviewing the high level principles of Scotland's Careers Strategy: Moving Forward. This assessment will be central in shaping future policy developments and the implementation stage.

Key Findings

Gender

The Annual Survey of Hours and Earnings (ASHE) data published on the 25 October 2018 show that :

- The gender pay gap for full-time employees in Scotland has decreased from 6.6% in 2017 to 5.7% in 2018 and in the UK it has decreased from 9.1% to 8.6%.
- The gender pay gap for all employees in Scotland has decreased from 16.0% in 2017 to 15.0% in 2018 and in the UK it has decreased from 18.4% to 17.9%.
- The gender pay gap for full-time employees (5.7%) is the lowest gender pay gap on record for Scotland and lower than the UK pay gap of 8.6%.

As highlighted within the Gender Pay Gap Action Plan, STEM Strategy and Tackling Child Poverty Action Plans good quality accessible careers advice can help to shape the subject choices and career decisions made by young girls which can have an impact on the gender pay gap.

The Scottish Parliament's Equal Opportunities Committee Report – Removing Barriers – Race, Ethnicity and Employment

The issues uncovered in the report made it clear that any development of future policy had to consider a range of circumstances. The report suggests that any response to the employment situation of people from ethnic minorities should incorporate a range of considerations and avoid stereotyping.

Many of the barriers faced by women from ethnic minorities in the labour market are similar to those which were identified in the Scottish Parliament's earlier inquiry into Women and Work. These barriers included the need to undertake caring responsibilities, a lack of affordable childcare, a lack of flexible working opportunities, and a tendency for women to be clustered in low-paid, insecure jobs.

The inquiry heard that ethnic minority girls generally outperform boys academically at school and are well represented in higher and further education. Despite this, women from non-white ethnic minority groups are less likely to be in employment with figures from 2012 showing that 47% were in employment compared with 68% of white women.

Close the Gap explained that there is a concentration of women from ethnic minorities in low-paid professions and that they are often significantly

underrepresented in senior roles. However, the situation facing women can vary greatly between ethnic groups.

Black and Minority Ethnic women are also significantly underrepresented in skilled trades' occupations, ranging from 1 per cent participation for African black women to 4 per cent for Asian women.

However, Black and Minority Ethnic women are better represented than white women in professional occupations:

- 29 per cent of mixed or multiple ethnic group women,
- 26 per cent of Asian women
- 26 per cent of Caribbean black women, and 31 percent of other ethnic groups are in professional occupations, compared with 19 per cent of white women (Close the Gap Written submission)

Older People in Employment in Scotland (2017)

Older People in Employment Scotland reports that choices over later working life were highly constrained for those on lower incomes, those in low-skilled jobs and those with significant caring responsibilities. These circumstances most often interact to disadvantage older women in particular. There was also a potential mismatch between the attitudes and expectations of older people and those of employers.

Findings suggest that there is a current window of opportunity to raise awareness of later-life working options among older people and employers to help promote opportunities, policies and practices around extended working life. Several participants indicated that they had already experienced ageism in the labour market, and felt that their skills and experience were undervalued.

Many more were worried that they might be discriminated against on grounds of age if they left their current employer to look for a new job. Such concerns could potentially act as a barrier to job mobility in later working life. Worries surrounding job security emerged as a significant barrier to extending working life, particularly for those employees working within third sector organisations. Many of these participants, who were predominantly women, thought that it was more likely that they would be made redundant than reach retirement age in their current employment. This was strongly related to uncertainty of continued funding for their organisations.

The Careers Strategy aims to ensure that all individuals in Scotland have access to support, employability and skills development that focuses on the needs of the individual and that those providing a careers service must have due regard to the provisions of the Equality Act 2010, and the relevant guidance produced by the Equality and Human Rights Commission. There will be a focus on strengthening collaborative partnerships and working more closely with target groups to co-create more CIAG designed to meet the needs of young people and adults. There will also be a sharing of knowledge and expertise in professional development and quality assurance to help improve the service for users, overcoming inequalities and improving labour market outcomes

The Institute for Public Policy Research (IPPR) (2017) Equipping Scotland for the Future: Key Challenges for the Scottish Skills System

The Institute for Public Policy Research (IPPR) Equipping Scotland for the Future and Jobs and Skills in Scotland highlights the importance of increasing the skills of people with no or low level qualifications to delivering inclusive growth; and, the need for the skills system in Scotland to support career progression from low to higher-skilled jobs. Changes in population demographics, advancing automation and funding are among 10 key challenges identified for Scotland’s skills system. The research makes 6 recommendations that Scotland’s skills system should implement to meet these challenges:

- 1) embedding an outcome approach and setting a clear national purpose of the skills system
- 2) regional integration of the skills system
- 3) clarifying roles of learning routes within the skills system
- 4) learners and employers co-designing a responsive skills system
- 5) improving flexibility of learning
- 6) increasing transferability of learning

The Careers Strategy seeks to support the skills system to meet these challenges.

Key Findings (table)

Characteristic ¹	Evidence gathered
AGE	<p>It is those at the younger (16 to 24 years) and older (generally categorised as 50 years and over) ends of the age spectrum who face inequalities and disadvantage in the labour market.” (SDS Careers Information, Advice and Guidance Equality Action Plan)</p> <p>The increase in the population of older age groups has been much higher than younger age groups over the last 20 years. The largest increase has been in the 75 and over age group (+31%) whereas the population of children aged 0 to 15 has decreased the most (-8%). (Mid-2018 Population Estimates Scotland. This is strengthened by the Regional Employment Patterns in Scotland: Statistics from the Annual Population Survey 2018)</p> <p>The Life chances of young people in Scotland: evidence review outlines that young mothers (those under 20-years-old) face particular disadvantages. They often have fewer qualifications and are less likely to be employed. They are more likely to be in the lowest income quintile and live in the most deprived areas. They are also more likely to experience mental health issues. (SDS Careers Information, Advice and Guidance Equality Action Plan)</p> <p>Young people (16-24) are also less likely to be in employment than older age groups – we know that employment status has a strong and direct impact on poverty outcomes. (A Discussion Paper on the Drivers of Poverty (CAD, 2017))</p>

¹ Refer to Definitions of Protected Characteristics document for information on the characteristics

	<p>In 2018, 57.2% of individuals aged 16-24 were in employment compared to 80.6% of individuals aged 25-34, 83.7% of individuals aged 35-49, and 69.7% of individuals aged 50-64 (APS, 2018) (Regional employment patterns in Scotland: statistics from the Annual Population Survey 2018)</p> <p>The risk of child poverty where a mother is aged less than 25 is double that for older mothers (44% compared to 22% for mothers aged 25 and over in 2013/14 - 2015/16). Younger mothers have had less time to gain progression in their employment, and are also more likely to have younger children, which impacts on their ability to take up employment opportunities. (A Discussion Paper on the Drivers of Poverty (CAD, 2017))</p> <p>It's worth noting that the lower employment rate of 16-24 year olds will partially be explained by individuals in this age band being more likely to be inactive in the labour market due to being students, but even with that considered, evidence on earnings shows that young employees are more likely to be earning less than the Living Wage than older age groups. More than half of employees aged 18-24 (53.8%) were earning less than the living wage in 2018 compared to 18.5% of 25-34 year olds, 12.4% of 35-49 year olds, and 17% of 50+ year olds. (Annual Survey of Hours and Earning (ASHE) Slide Pack, 2018)</p> <p>The research included in the 'PACE Services – experiences of clients aged 50+' participants recalled having faced several key barriers to finding new work following redundancy, including: a perception that employers prefer to recruit younger workers (this was the most commonly cited barrier); a perceived lack of adaptability of older workers owing to it being considered more commonplace for older workers to have worked in the same job role, the same company, or the same industry, for many years in succession; a lack of practice in writing CVs and applying for jobs; and a narrow network of contacts – again due to having been in the same job or company for many years – making it harder to make use of professional contacts and word of mouth recommendation if having to apply for work in different industries. (Partnership Action for Continuing Employment (PACE): clients aged 50+ (2017))</p>
DISABILITY	<p>It is widely acknowledged that disabled people and those with ASN often have lower levels of qualifications and poorer employment outcomes than the general population. (SDS Careers Information, Advice and Guidance Equality Action Plan)</p> <p>Pupils with an additional support need are less likely to reach a positive destination or go on to higher education and are more likely to progress to further education or be unemployed. The employment rate for disabled people in 2018 was 45.6% compared to a rate of 81.1% for non-disabled individuals (APS, 2018). There is no employment rates data for disabled parents or for parents of disabled children, but given the disparity shown in the headline rates, it seems likely that these rates would fall short of the rates of their non-disabled counterparts too. (Regional Employment Patterns in Scotland: Statistics from the Annual Population Survey 2018)</p>

	<p>Evidence indicated that disabled people have indicated that they want to be able to access the right support, at the right time, to develop the skills to enter fair work, and greater engagement with parents, carers and education providers to enhance the career aspirations of disabled young people. (The Fairer Scotland for Disabled People Employment Action Plan)</p> <p>Disabled 16-24 year olds: have the second lowest employment rate (43.2%) of any age group and the highest unemployment rate (20.8%); and are more than twice as likely to be unemployed than non-disabled 16-24 year olds. (The Fairer Scotland for Disabled People Employment Action Plan)</p>
SEX	<p>Single mothers are more likely to be in poverty than other single working-age adults. Women are less likely to be in employment than men and face barriers in the labour market which leads to them being paid less than men on average. Poverty and income inequality in Scotland: 2015-18</p> <p>Women are also less likely to be in employment than men. In 2018, the employment rate of women in Scotland was 70.3% compared to a rate of 78% for men. Women are also more likely than men to be inactive in the labour market. In 2018, 26.7% of women were classified as inactive compared to 18.2% of men. Women are more likely to be inactive and looking after family/home than men. In 2018, looking after family/home accounted for 25.5% of inactive women compared to only 6.7% of inactive men. Regional Employment Patterns in Scotland: Statistics from the Annual Population Survey 2018</p> <p>Women frequently limit their career options because they traditionally spend more time than men taking care of children and other family members. For example, they may have to work part-time or close to home or take time out of paid work. Women are over represented in some areas, often referred to as the 5 C's of caring, cashiering, catering, cleaning and clerical. These sectors have historically low pay, low progression and low status but can often provide more flexible working hours making them a practical option. There is also evidence that women tend to reach senior positions in work less often than men. Gender Pay Gap Action Plan – Analytical Annex (2019)</p> <p>The largest share of children in poverty for couple families is where one adult works full time and one is not in paid work. In around 90% of cases it is women who are not in work. Another large group of children in poverty are those in lone parent families. Lone parents are predominantly women. For children living in families where one parent works part-time, in over 80% of cases it is the woman who takes the part-time job. Joseph Rowntree Foundation, Poverty in Scotland 2018.</p> <p>“Men are more likely to be employed in STEM industries than women. Men have consistently accounted for 56-57% of employment in STEM sectors since 2010, in particular in the high concentrations of male employment in the construction and engineering industries (ekosgen, 2017).” Developing a Scottish STEM Evidence Base: Final Report for Skills Development Scotland</p>

	<p>Close the Gap (2018) state that efforts to reduce occupational segregation have been overwhelmingly focused on increasing the number of girls and women in STEM but there has been no work to address the inherent undervaluation of female-dominated work, such as care.</p> <p>Close the Gap (2018) The Gender Penalty Exploring the causes and solutions to Scotland's gender pay gap</p> <p>If more women are to be encouraged to view STEM careers as an attractive option, teachers, careers advisors, work experiences and families need to do more to counter gender differences from an early age.</p> <p>Research Briefing: Looking at Gender Balance in STEM Subjects at School (2015)</p>
<p>PREGNANCY AND MATERNITY</p>	<p>The risk of women living in poverty increases with pregnancy. There are also indications that women can lose pay, status or even their jobs due to being pregnant.</p> <p>Scottish Government Pregnancy and Maternity Evidence Review, 2013</p> <p>There is evidence that pregnancy is one of the key triggers that increase the risk of women living in poverty, particularly where they are lone parents Scottish Government Pregnancy and Maternity Evidence Review, 2013</p> <p>In terms of employment – the type of employer, form of employment and mother’s socio-economic characteristics all play an important part in influencing the rate of return to employment after childbirth. Women who were highest qualified, had been in employment for more than 2 years prior to maternity leave, and were partnered, were more likely to return to work than lone mothers with no qualifications. There are many examples of women losing pay and status, and even their jobs, due to pregnancy.</p> <p>Scottish Government Pregnancy and Maternity Evidence Review, 2013</p> <p>Analysis of data from the Growing up in Scotland (GUS) study found that, compared to mothers aged 25 and over, those aged under 20 were less likely to have a qualification at Higher grade or above (17% vs. 80%) or to be employed (21% vs. 83%), and more likely to be in the lowest income quintile (72% vs. 12%) and to live in the most deprived areas. While mothers aged 20-24 were found to be relatively advantaged when compared with their younger counterparts, they are still at a significant disadvantage when compared with older parents (50% had a qualification at Higher grade or above, 55% were employed and 40% had a household income in the lowest quintile).”</p> <p>SDS's Equality & Diversity Mainstreaming Report 2019 – 2021</p> <p>Evidence presented by the Women’s Employment Summit, (2014) for Scotland notes that women returning from maternity leave and looking after young families are often seeking part-time work which may be in low skilled employment with little training or prospects of progression. In addition, limited high-skilled part-time opportunities means women may have to “downgrade” their employment to jobs where their skills are not fully used.</p> <p>SDS's Equality & Diversity Mainstreaming Report 2019 – 2021</p>

<p>GENDER REASSIGNMENT</p>	<p>Transgender individuals can face discrimination and harassment at work which can lead to many Transgender individuals being unemployed, underemployed or self-employed. This could have implications on average income earned for individuals in this group.</p> <p>Information is not currently available on poverty relating to Transgender people, but there is evidence that Transgender people often face discrimination and harassment in the workplace. We know that employment status has a strong and direct impact on poverty outcomes.</p> <p>Scottish Government: Equality Outcomes: Lesbian, Gay, Bisexual and Transgender (LGBT) Evidence Review (2013)</p> <p>The Scottish Transgender Alliance observes that the workplace is one of the most likely locations for transphobic discrimination and harassment to occur, and as a result many Transgender people are unemployed, under-employed or self-employed.</p> <p>Scottish Government: Equality Outcomes: Lesbian, Gay, Bisexual and Transgender (LGBT) Evidence Review (2013)</p> <p>In an online survey of Transgender people in the UK in April 2011, employment was identified as being the second top area of concern for the Transgender community, with around a third (31%) of respondents selecting it as their priority. Difficulty in gaining and retaining employment was considered the most important challenge that Transgender people face, with two-thirds of respondents (66%) identifying it as the most important challenge.</p> <p>Scottish Government: Equality Outcomes: Lesbian, Gay, Bisexual and Transgender (LGBT) Evidence Review (2013)</p> <p>Quality/strength of evidence Limited evidence base to draw upon. No relevant Scottish Government statistics for this group.</p>
<p>SEXUAL ORIENTATION</p>	<p>The available evidence presents a mixed, and sometimes contradictory, picture of the employment outcomes of LGBO individuals. No evidence on poverty available for this group. Evidence related to pay gaps for this group is inconclusive.</p> <p>Information is not currently available on poverty relating to sexual orientation but there is evidence to draw upon in relation to employment.</p> <p>LGBO adults were more likely to be unemployed in 2015 than heterosexual adults. The unemployment rate of LGBO individuals was three times higher than the rate for heterosexual adults (11% and 3% respectively). LGBO adults were also less likely to be employed – only 53 per cent were in employment compared to 57% of heterosexual adults.</p> <p>Sexual Orientation in Scotland 2017 A Summary of the Evidence Base</p> <p>Sexual Orientation in Scotland acknowledge that some research contrasts with the statistics described above, and that LGB men and women do not differ from heterosexual people in relation to employment, or show better outcomes. For example, some research indicates that LGB people may have similar rates of employment to heterosexual people. People in same sex couple households were</p>

	<p>shown to be more likely to hold professional, administration or managerial jobs (59%) than heterosexual men (40%) or heterosexual women (37%) in 2004/05 (Li et al, 2008).</p> <p>Sexual Orientation in Scotland 2017 A Summary of the Evidence Base</p>
RACE	<p>Minority ethnic children were more likely to be in poverty than white children. ‘Mixed, Black or Black British and Other’ were the group of people most likely to be in poverty. Minority ethnic individuals were less likely to be in employment than white individuals.</p> <p>Poverty and income inequality in Scotland: 2015-18 (Supplementary Tables)</p> <p>Which is backed up by Regional Employment Patterns in Scotland: Statistics from the Annual Population Survey 2018</p> <p>Minority ethnic children are more likely to be in poverty than white children. Looking at the latest 3-year average, 40% of minority ethnic children were in relative poverty compared to 23% of white children (2015/16-2017/18). For severe poverty, 32% of ethnic minority children were in severe poverty compared to 15% of white children.</p> <p>Poverty and income inequality in Scotland: 2015-18 (Supplementary Tables)</p> <p>Minority ethnic people are less likely to be in employment than white people. In 2018, the employment rate of minority ethnic individuals was 55.4% compared to a rate of 75.1% for white individuals. The minority ethnic employment gap (the gap in employment rates between minority ethnic and white individuals) was particularly large for women (26.8 percentage points) compared to the gap for men (11.2 percentage points).</p> <p>Regional Employment Patterns in Scotland: Statistics from the Annual Population Survey 2018</p> <p>High educational attainment does not translate to labour market advantage for minority ethnic people.</p> <p>Race Equality Framework for Scotland 2016-2030</p> <p>Minority ethnic school leavers in Scotland have high rates of moving on to a positive destination" such as further or higher education, however the initial positive destination does not always lead to sustained, high quality employment. The results of our stakeholder engagement work also suggest that more could be done to encourage minority ethnic young people to consider wider ranges of potential post-school education and career paths. This could help to tackle occupational segregation affecting minority ethnic groups.</p> <p>Race Equality Framework for Scotland 2016-2030</p>
RELIGION OR BELIEF	<p>Some religious groups are at a higher risk of poverty than other groups. The latest statistics for Scotland find that Muslim adults were the group at highest risk of relative poverty and there are indications that this is the case after controlling for ethnicity. Muslims in Scotland were also the religious group least likely to be in employment.</p> <p>JRF Reducing poverty in the UK: a collection of evidence reviews (2014).</p>

Impact of the Careers Strategy for those in protected groups

Drawing upon the evidence above, this EQIA has not identified any potential negative impacts of the policy to those who have protected characteristics.

However, we recognise that there are some evidence data gaps in relation to some equality groups and intersectionality that will be required to be addressed in the future. Reviewing each action/recommendation that emerges from implementation will provide an opportunity to assess what impact can be made in relation to access and outcomes for those with protected characteristics.

Age

The Careers Strategy has a positive impact on age, eliminating unlawful discrimination, harassment and victimisation as well as advancing equality of opportunity. Key ways that the strategy achieves this is:

- The policy proposition does not discriminate based on age, and aims to reinforce an all-age service which is accessible to all.
- We recognise that those who are of a younger and older age, may face disadvantages in the labour market. Therefore the careers strategy seeks to develop a national model for career education, information, advice and guidance services with shared principles adopted across education, training and employability services for young people and adults.
- The policy provides people with career management skills and access to high quality career information and guidance to manage their careers. This will play an important role in helping to achieve inclusive economic growth.
- Young people often identify parents and/or carers as the most significant influencer in their career choices and decisions. Therefore the strategy must consider that parents and carers may also require support to progress and advance their own career, including where they may need to upskill and reskill in response to shifts in the economy and labour market.
- We acknowledge that there is scope to do more employer engagement coordinated activities with partners in primary, secondary, vocational education and training providers, higher and further education institutions.
- The strategy also recognises that there is a need to enhance support for the adult workforce.
- The strategy aims to adopt a consistent 'Needs based model'. Not only does this acknowledge the age and stage of individuals, but it allows a blend of factors to shape the services an receives or accesses.
- The strategy aims for a National Resource of an online profile tool that every individual in Scotland will have access to. This will be a life-long support tool, which will be accessible to all, and designed in a way that follows the individual throughout education and their career.

Disability

The Careers Strategy has a positive impact on disability, areas that a positive impact have been identified are; eliminating unlawful discrimination, harassment and victimisation; advancing equality of opportunity; and promoting good relations among and between disabled and non-disabled people. This can be evidenced by:

- The policy setting out how the CIAG system will ensure that all individuals have access to careers support to fulfil their potential. We acknowledge that there are inequalities and issues facing disabled people, including young disabled people, when entering employment that the ‘A Fairer Scotland for Disabled People: employment action plan’ considers. However, CIAG has a role in addressing these inequalities and as such the careers strategy will:
 - work with delivery partners to better promote and communicate career options through their activity targeting those with protected equality characteristics, including disabled young people;
 - maximise opportunities to engage with parents/carers, face to face and online, to provide the information they need to improve engagement with partners, including schools and parents, to increase understanding of what works in building resilience and aspiration among disabled young people.
- The Strategy states that it is critical to target our collective resources effectively and efficiently to those who need more intensive support.
- The Strategy will align career information, advice and guidance services in Scotland; enhancing our lifelong careers service, which is responsive to labour market change and user needs, including those of young disabled people making their first steps into the world of work. We will work with delivery partners to better promote and communicate career options through their activity targeting those with protected equality characteristics, including disabled young people;

Ultimately, increasing the number of disabled people in the workforce should have a positive effect on understanding the challenges disabled people face, as well as the skills and abilities they have to contribute to the workplace. In addition, increasing the number of disabled parents who are successful in progressing in work could promote better relations within the work environment.

Sex

Continuing from the points mentioned above, the Careers Strategy sets out how the CIAG system will ensure that all individuals have access to careers support to fulfil their potential and takes into account the role careers advice can play in specifically tackling inequalities women can face in the labour market.

We acknowledge that there are issues around women feeling encouraged into STEM careers are something that the STEM Implementation Group would review. However we also recognise that Careers Information, Advice and Guidance can help to overcome this challenge. Therefore, the strategy will consider linking up with the STEM Implementation Group during the strategy’s implementation stage to discuss CIAG.

In addition, the strategy links with “A fairer Scotland for women: gender pay gap action plan” as it sets out the high level vision for high quality CIAG services accessible to all, and which reflects the importance of challenging occupational segregation.

The careers service challenges gender stereotypes in schools and preventing early bias in career choices, when it's known most young people first form ideas for their future career.

The Gender Commission aims to offer practical solutions to help employers tackle barriers to improving gender balance in their workforce and the recommendations will go on to inform how we can better assist businesses of all sizes, through policy and practice.

Pregnancy and Maternity

The Careers Strategy sets out how the CIAG system will ensure that all individuals including women who are pregnant and or are on maternity leave have access to careers advice.

There is evidence that pregnant women are often discriminated against and can experience a loss in pay or status as a result of being pregnant. Supporting mothers back into work could therefore help promote the value of employing individuals from these groups and contribute to the elimination of any discrimination /harassment /victimisation. In order to do this, during implementation the strategy will consider the CIAG digital presence to allow everybody – including women returners and those on maternity leave – to access the service whilst being able to undertake any caring responsibilities and any challenges presented by face-to-face provision.

The strategy also commits to a professionally-led, aligned and flexible system of careers support for every citizen, regardless of where they live in Scotland, their age and circumstance (including pregnancy)

In addition, there is evidence which shows that mothers/pregnant women face barriers and challenges in work. Supporting individuals from this group to with CIAG, and providing Career Management Skills to help boost their resilience to re-enter the labour market could therefore help to reduce this inequality faced.

Therefore, supporting the creation of a more diverse workforce could promote better relations within the work environment.

Gender Reassignment

Whilst this impact assessment does not recognise any policy impacts to transsexual people due to a lack of available data, transsexual people will have access to the careers service and service delivery partners are expected to apply their equality policies in providing equality of opportunity to users of their services.

As mentioned earlier in this EQIA, the strategy seeks to develop a national model for career education, information, advice and guidance services with shared principles adopted across education, training and employability services for young people and adults. These shared principles include treating people with dignity and respect, ensuring a sharing of knowledge and expertise in professional development, quality assurance, and improved outcomes – this will provide an opportunity to eliminate discrimination and share good practice in relation to the delivery of careers services.

The strategy promotes the consideration of individuals circumstances whilst recognising they may require a blend of support to help fulfil their potential. Providing equal access to CIAG support could support more transsexual people to access the labour market and progress within their careers. This could support the creation of a more diverse workforce could promote better relations within the work environment.

However, we also acknowledge that there are gaps in our data regarding CIAG for those who have undertaken or are undertaking gender reassignment. Therefore we will consult with specialist groups such as Stonewall (who have the 'Starting Out' careers guide) to discuss the careers strategy during implementation.

Sexual Orientation

This impact assessment does not recognise any policy impacts to individuals due to their sexual orientation due to the lack of available data. However people with protected characteristics will have access to careers service and as above. Service delivery partners are expected to apply their equality policies to eliminate any discrimination users may encounter in accessing to support and services and will need to ensure that the services they deliver comply with the Public Sector Equality Duty.

We acknowledge that there are gaps in our data regarding CIAG for people in regards to their sexuality. Therefore we will consult with specialist groups to discuss the careers strategy during and consider this further at implementation.

In addition, public Sector delivery partners will need to ensure that the services they deliver comply with the Public Sector Equality Duty.

Race

This policy proposition does not discriminate based on race and aims to reinforce an all-age service which is accessible to all. This EQIA identifies positive impacts the strategy has on individuals on the grounds of their race:

- The strategy seeks to develop a national model for career education, information, advice and guidance services with shared principles adopted across education, training and employability services for young people and adults. These shared principles include treating people with dignity and respect, ensuring a sharing of knowledge and expertise in professional development, quality assurance, and improved outcomes – this will provide an opportunity to eliminate discrimination and share good practice in relation to the delivery of careers services.
- The strategy links with the Race Equality Action Plan: We will work with Education Scotland to develop professional learning resources in partnership with Regional Collaboratives for Skills Development Scotland and CIAG staff, teachers and practitioners that raise awareness of minority ethnic employability issues and the priority actions that can help address these challenges.

As evidenced from the Key Findings section of this assessment, there are educational attainment to labour market challenges for minority ethnic people. We recognise that CIAG has a role to play in this which will be explored further during implementation.

The next steps would include:

- Teaching all young people about their career management skills to improve their resilience and help balance other influences.
- Adult CLD will be explored wider.

The policy proposition does not discriminate and aims to reinforce an all-age service which is accessible to all, as links with the Race Equality Action Plan to raise awareness of minority ethnic employability issues and the priority actions that can help address these challenges.

Religion

This impact assessment also identifies the new strategy to have positive impacts on people because of their religion or belief. The Careers Strategy sets out how CIAG system will ensure that all individuals have access to careers support to fulfil their potential and takes into account the role careers advice can play in tackling inequalities people can face in the labour market. The Strategy does not discriminate based on religion or belief, and aims to reinforce an all-age service which is accessible to all.

We acknowledge there are some gaps in data in relation to religion/belief. Consideration will be given at the implementation stage to fill knowledge gaps and shape services. The strategy commits to a life-long careers system which delivers high quality, personalised support to the user at point of need, regardless of setting or circumstances.

Public Sector delivery partners will also need to ensure that the services they deliver comply with the Public Sector Equality Duty.

In addition, as evidenced from Key Findings section, there are labour market challenges for people from particular religious groups. We recognise that CIAG has a role to play in this which will be explored further during implementation.

The next steps would include:

- Teaching all young people about their career management skills to improve their resilience and help balance other influences.
- Adult CLD will be explored wider.

As such, supporting the creation of a more diverse workforce could promote better relations within the work environment.

Monitoring and Review

The Careers Strategy will state high level ambitions for the careers sector and services delivered through it. During the implementation phase, we will consult with interest and equality groups to determine how these high level ambitions will be delivered on a local/organisational basis, with consideration to key equality groups.

Recommendations and Conclusions

Scotland's Careers Strategy: Moving Forward commits that every individual in Scotland will have access to free impartial CIAG services and support, at the point at which they need them. This includes both digital and face to face services. With advancing technology, accessibility and reach of services will be considered. This will include consideration of how face to face support could be provided online through approaches using video interfaces. This could be through, but not exclusively; online instant messaging services, video conferencing and bi-lingual or BSL video calls. Consideration will be given to the importance of smart phone optimisation, social media, use of analytics to differentiate preferred communication channels. Consideration will also be given to an increased blend of access channels to engage with the delivery methods.

There is recognition that there are some individuals who continue to face significant challenges and barriers in progressing into and sustaining employment. It is critical that we are able to target our resources effectively to those who need more intensive support and for longer.

The EQIA has shown that the overall strategic vision to have careers system in Scotland which has the following goals:

- a national model for career education, information, advice and guidance services with shared principles adopted across education, training and employability services for young people and adults;
- a focus on moving away from 'silo working' towards more CIAG collaborative working with target groups and the co-creation of more CIAG designed to meet the needs of young people and adults;
- a sharing of knowledge and expertise in professional development, quality assurance, and improved outcomes;
- a leadership pan-sectoral body focused on all-age CIAG provision and continuous improvement.

The strategy states the importance of parents/guardians/carers/teachers and teachers being up to date with the current and future labour market. To ensure consistency and coherence across delivery partners, a central resource will be established by Skills Development Scotland, in a leadership role, and the Labour Market Intelligence/information it produces will be shared across the system and used to inform and improve practice and practitioner development activities.

The Strategy has the potential to have a meaningful and lasting impact on the careers and employment prospects of people with protected characteristics. However, this will only be achieved if a fully considered approach to equalities is taken throughout the implementation phase for each of these goals and by continuing to work in collaboration with partners in the delivery system.

The EQIA has identified some evidence gaps in relation to some equality groups and intersectionality that will be required to be addressed in the future. Reviewing each action/recommendation that emerges from the implementation phase will also provide an opportunity to assess what impact can be made in relation to access and outcomes for those with protected characteristics.

Going forward we will continue to work with SG analysts to ensure that we have updated equality and employment statistics to help identify possible areas of refinement during the implementation stage. We will also continue to work in collaboration with delivery partners.

The outcomes of this strategy when implemented, will ensure equity of access and quality of services across the sector, regardless of setting or point of access for the individual, and will help individuals become more flexible and responsive to the ever changing labour market.



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