

Young Person's Guarantee Activity Plan (Phase 1) - Equality Impact Assessment

March 2021

EQUALITY IMPACT ASSESSMENT – RESULTS

Title of Policy:	Young Person’s Guarantee Activity Plan (Phase 1)
Summary of aim and desired outcomes of policy:	<p>Within two years, every person aged between 16 and 24 will have the opportunity, depending on their circumstances, to study; take up an apprenticeship, job or work experience; or participate in formal volunteering. This is the ambition of the Young Person’s Guarantee as proposed by Sandy Begbie CBE¹ and committed to by the Scottish Government in the Programme for Government² in September 2020.</p> <p>The importance of delivering the Guarantee is crucial considering the immediate impacts of the Coronavirus (COVID-19) outbreak on young people’s participation in learning, training and employment. However, the Scottish Government is also committed to ensuring that the Guarantee makes an enduring and sustainable impact on the outcomes for young people and our economy. The long-term aim is to ensure that services and support delivered through the Guarantee prepare young people for the current and future labour market, and directly improve outcomes for young people with a particular focus on those disproportionately affected by COVID-19.</p>
Division and Directorate:	Young Person’s Guarantee Division; Directorate for Fair Work, Employability and Skills

Executive Summary

The Young Person’s Guarantee is employer-led, building on the success of Developing the Young Workforce, and must make a tangible difference to young people and to those who provide opportunities that allow young people to reach their potential. The key aim of the Guarantee will be to ensure all young people are able to access the opportunities provided through the Guarantee, and be supported to participate and progress within those opportunities. This will involve a ‘no wrong door’ approach where delivery partners work collectively to connect and support young people towards positive outcomes.

Implementing the Guarantee is a collective endeavour and the Scottish Government has established an Implementation Group made up of partners from the public sector, third sector (including equality organisations), and private sector.

¹ <https://www.gov.scot/publications/youth-guarantee-no-one-left-behind-initial-report/>

² <https://www.gov.scot/publications/protecting-scotland-renewing-scotland-governments-programme-scotland-2020-2021/>

The Group, chaired by Sandy Begbie, has been considering how best to progress the recommendations from his initial report and the operational implications of putting them into action. As such, an Activity Plan³ (developed with the support of the Implementation Group), sets out the initial high-level activities that are required to implement the Guarantee successfully. This is the first phase of the Plan which will be regularly updated to account for progress made and highlight future activity.

The Plan brings together existing policies and programmes which seek to deliver the ambition of the Guarantee. These existing policies and programmes are funded and delivered by a range of partners, including local government and the UK Government. Building upon these strong foundations, this high-level Plan outlines activity that will maximise and improve this existing work as well as committing the Scottish Government and partners to new activity. The Plan is also aligned to existing Scottish Government strategies - including those relating to education, the economy, and the labour market (e.g. Labour Market Strategy⁴, Fair Work Action Plan⁵, Race Equality Framework & Action Plan⁶, Disability Employment Action Plan⁷, Gender Pay Gap Action Plan⁸ and Future Skills Action Plan⁹). While the Guarantee could help deliver progress across a number of the National Outcomes (set out in the National Performance Framework¹⁰) we can expect the Guarantee to directly contribute towards the following:

- We grow up loved, safe and respected so that we realise our full potential;
- We have a globally competitive, entrepreneurial, inclusive and sustainable economy;
- We are well educated, skilled and able to contribute to society;
- We have thriving and innovative businesses, with quality jobs and fair work for everyone;
- We respect, protect and fulfil human rights and live free from discrimination; and,
- We tackle poverty by sharing opportunities, wealth and power more equally.

The Equality Impact Assessment (EQIA) undertaken for the Activity Plan has highlighted a number of actions to be undertaken in order to fulfil the Public Sector Equality Duty. These actions have been developed into an Equality Action Plan (see Annex) which will sit alongside the Activity Plan.

Background

While the outbreak of COVID-19 has adversely affected many people across Scotland, evidence suggests that it has and will continue to have a significant effect on young people. For instance, employees under 25 were about two and a

³ <https://www.gov.scot/publications/young-persons-guarantee-phase-1-activity-plan/>

⁴ <https://www.gov.scot/publications/scotlands-labour-market-strategy/>

⁵ <https://economicactionplan.mygov.scot/fair-work/>

⁶ <https://www.gov.scot/policies/race-equality/scotlands-race-equality-framework/>

⁷ <https://www.gov.scot/publications/fairer-scotland-disabled-people-employment-action-plan/>

⁸ <https://www.gov.scot/publications/fairer-scotland-women-gender-pay-gap-action-plan/>

⁹ <https://economicactionplan.mygov.scot/future-skills/>

¹⁰ <https://nationalperformance.gov.scot/>

half times more likely to work in sectors experiencing shutdowns as part of responses to the pandemic.¹¹ Research also highlights that young people who have recently left education and who have recently entered (or are about to enter) the labour market are more susceptible to long-term unemployment and pay scarring¹² as a result of the pandemic.

COVID-19 has further exacerbated the existing inequalities experienced by young people with protected characteristics within education, training and labour market. These existing inequalities include structural racism, occupational segregation, pay and employment gaps, and wider socioeconomic disadvantages more likely to be experienced by particular groups of young people. This includes (but is not limited to) young people from minority ethnic and minority racial backgrounds, young disabled people, young women, young LGBTI+ people, young care experienced people, and young people living in rural and island communities. Therefore, in light of these issues, working to advance equality and eliminate discrimination must be integral to the delivery of the Young Person's Guarantee.

It is against the law to discriminate against anyone because of protected characteristics they hold, and the law protects everyone from discrimination in employment - particularly on issues relating to dismissal; employment terms and conditions; pay and benefits; promotion and transfer opportunities; training; recruitment; and, redundancy¹³. Nonetheless, the development of this EQIA and Equality Action Plan has been mindful of the three requirements of the Public Sector Equality Duty. The requirements being to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity between people who share a protected characteristic and those who do not; and, foster good relations between people who share a protected characteristic and those who do not. Further, the Government has been mindful of the need to *mainstream* the Equality Duty, meaning that equality must be integrated into the day-to-day implementation and delivery of the Guarantee. We have therefore sought to set this out in the Equality Action Plan, and through other avenues of support and guidance that will be provided to partners (including letters of guidance and through our grant awarding process).

Through undertaking this assessment, consideration has also been given to linking in with existing policies and impact assessments that will support delivery of the Guarantee. The Scottish Government will continue to consider what additional actions and improvements will be required when implementing the Guarantee to support young people with protected characteristics. This will be done through ongoing dialogue with stakeholders, through the proposed governance structures and the development of a process for monitoring and evaluating the Guarantee.

¹¹ <https://www.ifs.org.uk/publications/14791>

¹² <https://www.resolutionfoundation.org/app/uploads/2020/05/Class-of-2020.pdf>

¹³ https://www.equalityhumanrights.com/sites/default/files/your_rights_to_equality_at_work_-_training_development_promotion_and_transfer.pdf

Scope of EQIA

This EQIA corresponds to the broad high-level activities to be undertaken by the Scottish Government and delivery partners as outlined within the Activity Plan for the Guarantee.

The development of this EQIA has considered each of the three requirements of the Public Sector Equality Duty, as outlined above, for the characteristics of age, disability, sex, pregnancy and maternity, gender reassignment, sexual orientation, race and ethnicity, and religion/belief.

Whilst care experience is not recognised as a protected characteristic under the Equality Act 2010, we have included this within the assessment considerations to ensure that implementation of the Guarantee can support advancing equality of opportunity and addressing barriers for care experienced young people.

The Scottish Government and delivery partners are now working towards implementation of the commitments from this EQIA (as set out in the Equality Action Plan).

Consultation

A range of stakeholders (including Guarantee's Implementation Group, expert policy advocacy organisations, young people themselves, and a range of Scottish Government policy officials) were consulted on policy proposals on the Guarantee's implementation and the corresponding EQIA. This includes the development of the Activity Plan, the evidence gathering process for this EQIA, and the subsequent draft Equality Action Plan. In particular, discussions have been held with Young Scot, Glasgow Disability Alliance, Close the Gap, Intercultural Youth Scotland, Staf and LGBT Youth Scotland.

Key Findings

Through engaging with internal analytical services and equality organisations, a strong evidence base has been developed to highlight the inequalities and barriers young people with protected characteristics (age, disability, sex, pregnancy and maternity, gender reassignment, sexual orientation, ethnicity, religion/belief) face when accessing and participating in learning, training, formal volunteering, employment or work experience. The evidence shows that these inequalities and barriers can lead to further adverse labour market outcomes.

The full range of evidence gathered against each protected characteristic, and which has informed the recommendations resulting from this EQIA, can be found in the supporting document entitled 'Young Person's Guarantee Activity Plan (Phase 1) EQIA Evidence'.

In summary, some of key findings gathered from the evidence (against each protected characteristic) include:

Age	<p>Greater unemployment rates and insecure employment was found to be more prevalent for young people.^{14,15}</p> <p>There has been a disproportionate and adverse impact of the COVID-19 outbreak on younger workers.¹⁶</p>
Disability	<p>The employment rate for those classed as disabled is significantly lower than the employment rate for non-disabled people.¹⁷</p> <p>The previous economic recession had a disproportionate impact on employment outcomes for disabled people, including the widening of the wage gap and a decrease in activity rates.¹⁸</p> <p>Fewer disabled young adults felt that they are engaged with and listened to than young adults who are not disabled.¹⁹</p>
Sex	<p>There are a number of structural barriers in place concerning women's employment and opportunities available to them (including occupational segregation, lack of flexible working, caring responsibilities, discrimination, and increased likelihood of working in insecure employment particularly resulting from the outbreak of COVID-19).^{20, 21}</p>
Pregnancy and Maternity	<p>Young mothers are significantly more likely to experience workplace discrimination, and are more likely to have fewer qualifications and lower incomes^{22, 23}</p>
Gender Reassignment	<p>Discrimination faced by trans people is identified as a significant challenge that can lead to difficulty in gaining and retaining employment.²⁴</p>

¹⁴ <https://www.gov.scot/publications/labour-market-monthly-briefing-september-2020/>

¹⁵ <https://www.gov.scot/publications/scotlands-labour-market-people-places-regions-statistics-annual-population-survey-2019/>

¹⁶ <https://www.ifs.org.uk/publications/14791>

¹⁷ <https://www.gov.scot/publications/scotlands-labour-market-people-places-regions-statistics-annual-population-survey-2019/>

¹⁸ https://www.equalityhumanrights.com/sites/default/files/research-report-47_the-equality-impacts-of-the-current-recession_0.pdf

¹⁹ <https://www.gov.scot/publications/scotlands-wellbeing-measuring-national-outcomes-disabled-people/pages/3/>

²⁰ <https://www.closesthegap.org.uk/content/resources/The-Gender-Penalty-Feb-2018.pdf>

²¹ <https://www.closesthegap.org.uk/content/resources/Disproportionate-Disruption---The-impact-of-COVID-19-on-womens-labour-market-equality.pdf>

²² <https://www.equalityhumanrights.com/en/our-work/news/power-to-the-bump-unites-young-mothers-fight-against-pregnancy-and-maternity>

²³ <https://www.gov.scot/binaries/content/documents/govscot/publications/research-and-analysis/2017/07/life-chances-young-people-scotland-evidence-review-first-ministers-independent/documents/life-chances-young-people-scotland-evidence-review-first-ministers-independent-advisor-poverty-inequality/life-chances-young-people-scotland-evidence-review-first-ministers-independent-advisor-poverty-inequality/govscot%3Adocument/00522057.pdf>

²⁴ <https://www.gov.scot/publications/scottish-government-equality-outcomes-lesbian-gay-bisexual-transgender-lgbt-evidence-review/>

Sexual Orientation	<p>Available evidence regarding LGBTI+ people more broadly can be contradictory but there is evidence of increased unemployment rates, and workplace discrimination and harassment.^{25, 26}</p> <p>Stakeholders have reported that young LGBT people in employment had reported experiencing verbal abuse at work, with some experiencing rumours that had been ignored.²⁷</p>
Race and Ethnicity	<p>Those from minority ethnic and minority racial groups are more likely to live in deprived areas and in poverty, and are twice as likely to be unemployed as people from white communities.^{28, 29}</p> <p>Previous economic recessions and the economic impact of COVID-19 has disproportionately affected employment of those from minority ethnic and minority racial backgrounds, with women from these backgrounds more at risk of job disruption and precarious employment.^{30, 31, 32}</p> <p>Structural racism and discrimination is reported to be a significant barrier for minority ethnic and minority racial groups when seeking opportunities (particularly for young Black people and People of Colour, and those of which who experience barriers due to additional protected characteristics existing at the intersection of various structures of marginalisation).³³</p>
Religion and Belief:	<p>There is comparatively less evidence on the impacts of religion and belief on young people’s experiences of accessing opportunities. However, evidence from stakeholders indicates that it is important for there to be understanding of and flexibility towards cultural and religious beliefs of young people. It has also been raised that cultural expectations from families and communities could affect young people’s involvement in the Guarantee.³⁴</p>

²⁵ https://dera.ioe.ac.uk/28209/1/00513240_Redacted.pdf

²⁶ <https://www.stonewallscotland.org.uk/lgbt-britain-work-report>

²⁷ <https://www.lgbtyouth.org.uk/media/1354/life-in-scotland-for-lgbt-young-people.pdf>

²⁸ <https://www.gov.scot/binaries/content/documents/govscot/publications/research-and-analysis/2021/01/housing-needs-minority-ethnic-groups-evidence-review2/documents/housing-needs-minority-ethnic-groups-evidence-review/housing-needs-minority-ethnic-groups-evidence-review/govscot%3Adocument/housing-needs-minority-ethnic-groups-evidence-review.pdf>

²⁹ <https://www.gov.scot/binaries/content/documents/govscot/publications/strategy-plan/2017/12/fairer-scotland-race-equality-action-plan-2017-2021-highlight-report/documents/00528746-pdf/00528746-pdf/govscot%3Adocument/00528746.pdf>

³⁰ <https://www.resolutionfoundation.org/publications/jobs-jobs-jobs/>

³¹ : https://www.equalityhumanrights.com/sites/default/files/research-report-47_the-equality-impacts-of-the-current-recession_0.pdf

³² <https://www.closesthegap.org.uk/content/resources/Disproportionate-Disruption---The-impact-of-COVID-19-on-womens-labour-market-equality.pdf>

³³ <https://www.runnymedetrust.org/uploads/publications/pdfs/TakingStockRaceEqualityInScotlandJuly2020.pdf>

³⁴ <https://www.gov.scot/binaries/content/documents/govscot/publications/strategy-plan/2020/11/young-persons-guarantee-phase-1-activity-plan/documents/mapping-young-persons-journey-intercultural-youth-scotland/mapping-young-persons-journey-intercultural-youth-scotland/govscot%3Adocument/mapping-young-persons-journey-intercultural-youth-scotland.pdf>

Recommendations

After considering the evidence gathered and engaging with stakeholders, additional actions and improved alignment to existing policies have been considered in order to fulfil the Equality Duty (eliminating unlawful discrimination, advancing equality of opportunity, and promoting good relations) and to mainstream it through the Guarantee's implementation. These have been mapped against each separate strand of activity required to deliver on the Guarantee, as set out in the Equality Action Plan (See Annex).

Information on how these additional commitments and actions fulfil the Equality Duty against each protected characteristic under the Equality Act 2010 (as well as care experienced young people) can be found below. Impact has not been assessed against the characteristic of marriage and civil partnership as the Scottish Government does not require assessment against this protected characteristic unless the policy or practice relates to work, for example HR policies and practices.

Age:

Implementing the Guarantee aims to support all young people in obtaining and sustaining opportunities, and so implementation will aim to prevent young people experiencing unlawful discrimination, harassment and victimisation by virtue of their age.

As part of the Guarantee, the Scottish Government has committed to further consider how advice and support will be promoted to delivery partners (particularly employers) to encourage them to undertake activity in a way that prevents and eliminates discrimination. This could include, for example, through the Guarantee's website and continued funding through the Workplace Equality Fund.

Employers will also commit to "creating an inclusive and fair workplace" as part of the 5 asks when becoming involved in the Guarantee. This will be linked to the organisation's own diversity and equality policies and activities. Examples could include taking positive action to support young people in the workplace; actively engaging with and supporting young people with protected characteristics; and adopting Fair Work principles and practices (such as payment of the living wage and providing young people with fair contracts of employment). In doing so, employers will be supported to consider areas of further action and developments in line with their commitment to the Guarantee.

As part of the Guarantee, the Government will ask delivery partners to consider other ways of promoting requirements of relevant equality legislation and advice (e.g. through the ACAS website³⁵) to protect young people from discrimination, harassment and victimisation. Delivery partners will also be asked to inform young people of their employment rights and where to go for further support and advice.

Measures to improve young people's awareness of these matters are already taking place as part of the Developing the Young Workforce Programme. Through the school curriculum, learning about the world of work and employment rights are a key

³⁵ <https://www.acas.org.uk/>

part of career education for young people in their senior phase at school. We are also supporting the STUC's "Union into Schools" programme, which involves union representatives visiting schools to raise awareness and understanding amongst young people about the importance of citizen's and workers' rights, and the role played by trade unions in the modern workplace.

As highlighted within the Equality Action Plan, the following commitments will support advancing equality of opportunity for young people:

- Engage with young people during the design stages of deciding how to implement the Guarantee;
- Better understand how young people will access support and make use of pathways;
- Fund and support to employers to adopt and embed fair and inclusive workplace practices;
- Fund school coordinators in secondary schools across Scotland to strengthen collaborative working across delivery partners and de-clutter a complicated economic landscape to match labour market demand to employability skills required from employers;
- Target eligibility criteria for funding to support those young people with the greatest barriers to employment to enable them to obtain, sustain and progress in employment;
- Create additional opportunities (including specific opportunities for young people who experience labour market inequalities);
- Support young people to participate in apprenticeships, and implement activity highlighted in Skill Development Scotland's (SDS) Equalities Action Plan³⁶ and through their Gender Commission;
- Develop governance arrangements, which have oversight for the Guarantee, and ensure that a diverse range of young people are active participants in these arrangements;
- Develop analytical models for monitoring and evaluating the effectiveness of the Guarantee;
- Support young people to undertake formal volunteering opportunities and address barriers that may prevent them from doing so;
- Take a person centred approach to supporting those young people who need it most at a local level; and,
- Promote the Guarantee to those working on other Government policy priorities such as Transport, Green Jobs and City Deals to ensure those policies support the aims of the Guarantee.

One example of cross Government alignment is demonstrated through the National Transport Delivery Plan with the commitment to ensure that there is active, public and sustainable travel access to employment, education and training locations, and to engage with those who have lived experience of transport inequalities. To support the delivery of this commitment, Transport Scotland have established a Transport Young People and Employment Partnership which will, amongst other actions, support the implementation of the Guarantee.

The Activity Plan states that the Guarantee will be accessible to all young people, that it aims to help young people to achieve their potential and that young people will

³⁶https://www.skillsdevelopmentscotland.co.uk/media/40691/2869_sds_equalities_action_plan_digital_v7.pdf

be involved in its design and delivery. Therefore, those working to implement and deliver the Guarantee will be asked to collaboratively engage with young people, which will help to promote and foster good relations between delivery partners, young people and the specialist organisations that represent them.

The Government also recognises the need to ensure that other age groups are not displaced as a result of the Guarantee. As such, we have sought to demonstrate that the Guarantee is an important part of a range of policies and programmes that support people of all ages in their journey towards employment. Funding through existing employability programmes, such as Community Jobs Scotland provides targeted support to people aged up to 30. Other services, such as Fair Start Scotland, provide an all age service, and the Parental Employment Support Fund provides intensive employability support for parents both in and out of work, helping to tackle in work poverty and enhance links between local employability services. Additional funding has also be allocated to the National Transition Training Fund to support up to 10,000 individuals aged 25 and over who have been made unemployed or whose jobs are at risk as a result of Covid-19.

The Guarantee is also part of the Government's ongoing No One Left Behind³⁷ policy that seeks to ensure the more effective integration and alignment of employability support and services. This involves partners working more closely together to simplify the current employability landscape and deliver better outcomes for those people of all ages who face significant barriers to accessing work.

In summary, the Guarantee is expected to improve the learning, training and employment outcomes for young people (as indicated in the Activity Plan and Equality Action Plan). We will continue to work with delivery partners to try to ensure that the Guarantee does not cause displacement within the labour market, and will work with employers to identify ways in which good working relations can continue between employees of all ages.

Disability:

Implementing the Guarantee aims to support young disabled people in obtaining and sustaining opportunities, and so the Guarantee will aim to prevent unlawful discrimination, harassment and victimisation experienced by young disabled people. As a result of this EQIA, additional activity has been identified to support this aim.

Delivery partners identified will continually monitor and develop how communications (including the web presence for the Guarantee) meet accessibility standards and British Sign Language requirements. As part of this work, partners are continuing to undertake user testing and gather feedback on the Guarantee's website. Glasgow Disability Alliance has also offered to support this work.

Employers will be supported, through access to advice and additional funding, to embed fair and inclusive workplace practices to eliminate discrimination that can have an adverse impact on young disabled people. Equalities training for delivery partners will be promoted and encouraged. In partnership with members of the

³⁷ <https://www.gov.scot/publications/no-one-left-behind-delivery-plan/>

Implementation Group, the Government will consider what further equalities training can be provided to partners.

Employers will also commit to “creating an inclusive and fair workplace” as part of the 5 asks when becoming involved in the Guarantee. Through this, employers will be supported to consider areas of further action and developments in line with their commitment.

In terms of other commitments on how implementing the Guarantee can support advancing equality of opportunity for young disabled people, the Equality Action Plan states that action will be taken to:

- Align with the Disability Employment Action Plan to, for example, link into the employer campaign to promote the positive case for employing disabled people;
- Engage with young disabled people (and trusted organisations who represent them) when implementing the Guarantee;
- Ensure that communications are accessible (including use of British Sign Language);
- Consider how young disabled people access support and make use of pathways to opportunities;
- Fund employer recruitment incentives to encourage employers to recruit young disabled people;
- Create additional opportunities which can be accessed by young disabled people;
- Align education with skills training through, for example, funding DYW school coordinators;
- Procure equality training for DYW school coordinators, with a KPI developed to target work based learning and employer engagement opportunities at those who would benefit the most;
- Involve young disabled people in the development of Guarantee’s governance arrangements;
- Support young disabled people to participate in apprenticeships, and implement activity highlighted in SDS’s Equalities Action Plan;
- Gather data to enable delivery partners to better target support to disabled young people;
- Support young disabled people to undertake formal volunteering; opportunities and address barriers which may prevent them from doing so;
- Provide local partnership funding for additional support for young disabled people; and,
- Promote the Guarantee to those working on other policy priorities to support the creation of additional opportunities for young disabled people.

A Fairer Scotland for Disabled People³⁸ outlined five key ambitions as part of the Scottish Government's response to the United Nations Convention on the Rights of Persons with Disabilities, including 'Decent incomes and fairer working lives'. A key element of this is the commitment to at least halve the employment gap between disabled people and the rest of the working age population.

³⁸ <https://www.gov.scot/publications/fairer-scotland-disabled-people-delivery-plan-2021-united-nations-convention/>

The Fairer Scotland for Disabled People: Employment Action Plan³⁹ further sets out the actions the Scottish Government will take to meet its ambition. A cross Government approach is being taken to engage with trusted organisations who represent disabled people (such as Glasgow Disability Alliance, Enable and Inclusion Scotland) to ensure that the Guarantee is actively contributing to this ambition. For example, all three organisations have provided views on a draft Employer Recruitment Incentive Framework, and we are funding Enable Scotland to provide specialist support for young disabled people who are likely to struggle to transition into a positive destination.

In summary, the Guarantee is expected to improve the learning, training and employment outcomes for young disabled people. It will further work to address issues around discrimination and promote good relations between disabled and non-disabled people through, for example, specialist training for delivery partners.

Sex:

Implementing the Guarantee aims to support young women in obtaining and sustaining opportunities while also addressing the causes of the gender pay gap. Delivery partners will be expected to provide support, services and opportunities in a way that eliminates unlawful discrimination.

Policy adaptations and activities (as outlined in the Equality Action Plan) will support this aim. For instance, development of the Young Person's Journey (a key activity of the Guarantee) will incorporate the experiences of young women in order to better understand the barriers they face, including discrimination.

Employers will also be supported to adopt and embed fair and inclusive workplace practices to tackle the causes of the gender pay gap and eliminate discrimination. All employers participating in the Guarantee must adhere to current gender pay gap reporting laws and will be encouraged to develop gender pay gap action plans. It will be stipulated within grant letters that delivery partners are to promote fair work practices through their activities and their interactions with partners. This will further be supported through: the work to develop a framework for Employer Recruitment Incentives, promotion of resources from specialist organisations⁴⁰, implementation of Fair Work First, promotion of the Guarantee's website (which will contain access to advice), and seeking to continue to fund the Workplace Equality Fund.

Access to training and resources for delivery partners will be promoted, particularly in relation to improving gender competence. Going forward, in partnership with members of the Implementation Group, the Government will consider what further equality training can be provided to partners.

A Fairer Scotland For Women - Gender Pay Gap Action Plan⁴¹ outlines over 50 actions to tackle the causes of the gender pay gap. The Scottish Government and partners will align these actions with the implementation of the Guarantee, including:

³⁹ <https://www.gov.scot/publications/fairer-scotland-disabled-people-employment-action-plan/>

⁴⁰ For instance, this could include resources such as Close the Gap's 'Close Your Pay Gap' tool - www.closeyourpaygap.org.uk/

⁴¹ <https://www.gov.scot/publications/fairer-scotland-women-gender-pay-gap-action-plan/>

- Start the process of work to ensure that our own policymakers, analysts and delivery bodies are sufficiently competent in their understanding of gender issues to design policy and services that advance women's equality;
- continuing to support the adoption of the Fair Work Framework to address gender inequality across all dimensions of work – opportunity, security, fulfilment (including skills acquisition and deployment), respect and voice;
- encourage Fair Work practices among employers and grant recipients (including Local Authorities that receive Scottish Government funding);
- working with employers to persuade them to develop robust and meaningful gender pay gap action plans and support the Fair Work Convention with their employer engagement;
- payment of the living wage;
- monitoring delivery of the Parental Employability Support Fund to ensure that the programme is gender-sensitive, and is meeting women's distinct needs;
- helping to support delivery partners' knowledge and skills around intersectional gender analysis and gender sensitive service development; and,
- considering how transport infrastructure investment impacts on the gender pay gap.

The Guarantee will feature within the updated Gender Pay Gap Action Plan. Therefore, regular updates on the Guarantee will also be provided to the Government's Gender Pay Gap Working Group.

The Guarantee's Implementation Group will also work with the National Advisory Council for Women and Girls and SDS's Gender Commission to consider and address any issues that are uncovered as part of the Guarantee's monitoring and evaluation process.

Employers will also commit to "creating an inclusive and fair workplace" as part of the 5 asks when becoming involved in the Guarantee. Officials working on employer engagement will lead on work to support employers consider areas of further action and developments in line with their commitment.

In terms of other commitments on how implementing the Guarantee can support advancing equality of opportunity for young women, the Equality Action Plan states that action will be taken to:

- Support employers to provide flexible working, which is particularly crucial for young people with caring responsibilities (which is more prevalent for women);
- Engage with young women (and trusted organisations who represent them) on the implementation process for the Guarantee;
- DYW School Coordinators will play a key role in partnership approaches to supporting young women and encouraging young women to consider further studies and employment to help address gendered occupational segregation;
- Development of options for procuring equality training for school coordinators and development of a KPI regarding school coordinators (to

target work based learning and employer engagement opportunities at those who would benefit the most);

- Through the review and development of a national model for delivering career advice, careers advice services should be fully aware of and work to address occupational segregation;
- Promote gender equality within the DYW Programme more broadly;
- Work to meet the gender equality targets for Modern Apprenticeships;
- Specific support for young women in (or about to leave) colleges and universities;
- Proposals that young women be involved in governance arrangements;
- Data will be analysed so that delivery partners can target support to young women to advance equality of opportunity (the Government is engaging with stakeholders to inform proposals on the measurement and evaluation framework for the Guarantee);
- Support young women to undertake formal volunteering opportunities and address barriers which may prevent them from doing so (delivery partners will consider occupational segregation when determining volunteering opportunities through the grant arrangements);
- Local partnership support will be person-centred and consider the issues faced by women in the labour market with support tailored to meet the individual needs young women (for instance, this will be done through the grant awarding process as those in receipt of grants will evidence how they are meeting equality conditions of the grant);
- Grant processes will ask delivery partners to promote fair work practices including payment of the Living Wage (which is particularly important for young women with caring responsibilities or those working in low paid sectors with less access to in-work training); and,
- Promoting the Guarantee to those working on other policy priorities to support creating appropriate opportunities for young women (with special attention made to addressing potential occupational segregation within these opportunities).

In summary, the Guarantee is expected to improve the learning, training and employment outcomes for young women. It will further work to address issues around discrimination and promote good relations between women and men through, for example, specialist training for delivery partners.

Pregnancy and Maternity:

Evidence indicates that young women can be particularly affected by pregnancy and maternity discrimination. As mentioned above, it is against the law to discriminate against anyone on the basis of protected characteristics they hold, this of course includes pregnancy and maternity. Commitments developed in response to the findings from this EQIA will further work to prevent unlawful discrimination towards young pregnant women and young mothers. For instance, employers will be supported to adopt and embed fair and inclusive workplace practices to eliminate discrimination, this is particularly crucial for young pregnant women and young mothers.

Employers will also commit to “creating an inclusive and fair workplace” as part of the 5 asks when becoming involved in the Guarantee. In doing so, employers will be

supported to consider areas of further action and developments in line with their commitment. Access to training for delivery partners will be promoted, particularly on gender competence.

The Guarantee will also support implementation of the Gender Pay Gap Action Plan, which references activity relating to pregnancy and maternity discrimination.

The Implementation Group will work with the Government's Gender Pay Gap Working Group to consider and address any issues that are uncovered as part of the Guarantee's monitoring and evaluation process.

In terms of other commitments on how implementing the Guarantee can support advancing equality of opportunity for young mothers and pregnant women, the Equality Action Plan states that action will be taken to:

- Support employers to provide flexible working, which will be particularly crucial for young mothers with caring responsibilities;
- Engage with young parents and families (and trusted organisations who represent them) when implementing the Guarantee;
- Propose that careers advice services target support to young parents;
- Provide particular support for young pregnant women and mothers at a local partnership level through building on and aligning with the Parental Employability Support Fund (which provides intensive employability support for parents both in and out of work);
- Support young mothers at college and university level;
- Support young parents to undertake formal volunteering opportunities and address barriers which may prevent them from doing so;
- Include young parents (particularly young mothers) in governance arrangements; and,
- Promote the Guarantee to those working on other policy priorities to support creating valuable opportunities for young parents.

In summary, the Guarantee is expected to improve the learning, training and employment outcomes for young mothers and young pregnant women. It will further work to address issues around discrimination and promote good relations young mothers and young pregnant women have with others.

Gender Reassignment:

There is a lack of available data regarding young transgender people accessing and sustaining opportunities. However, evidence does suggest that the workplace is one of the most likely locations for transphobic discrimination and harassment to occur. Implementing the Guarantee aims to support young people in obtaining and sustaining valuable opportunities, and so implementing the Guarantee will aim to prevent unlawful discrimination, harassment and victimisation experienced by young transgender people.

This will be done by promoting advice and support on the Guarantee's website to allow delivery partners (including employers) to undertake activity in a way that prevents and eliminates discrimination. This will include discrimination that can be faced by transgender people.

Employers will also commit to “creating an inclusive and fair workplace” as part of the 5 asks when becoming involved in the Guarantee. In doing so, employers will be supported to consider areas of further action and developments in line with their commitment. There are also opportunities to promote guidance and advice offered by expert groups who work with young transgender people.

It will be considered how best the experiences of young trans people (and LGBTI+ young people more broadly) could be included in the Young Person’s Journey work. This work should better raise issues around discrimination and bullying, and ensure that there is better access for young people to navigate the system with clearer pathways to work and opportunities.

In terms of other commitments on how implementing the Guarantee can support advancing equality of opportunity for young transgender people, the Equality Action Plan states that action will be taken to:

- Engage with young people when implementing the Guarantee (including young LGBTI+ people) to hear their views and experiences;
- Encourage support services to promote the Guarantee to young transgender people (anecdotal evidence from stakeholders indicates that some young trans people are relying less on social media although many are still reliant on digital support services and support networks for information);
- Understand how young people access support and make use of pathways;
- Support employers to in turn support young people (including young LGBTI+ people);
- Create opportunities that can support LGBTI+ people;
- Align education with skills and support young people to make use of apprenticeships (the LGBT Inclusive Education Implementation Group presents opportunities for the Guarantee to and support existing work to advance equality of opportunity for young LGBT people in education);
- Develop governance arrangements (with representation of young LGBTI+ people) and analytical models;
- Support young LGBTI+ people to undertake formal volunteering opportunities and address barriers which may prevent them from doing so;
- Provide person centred support to those who need it most at a local level; and,
- Promote the Guarantee to those working on other policy priorities.

In summary, the Guarantee is expected to improve the learning, training and employment outcomes for young transgender people. It will further work to address issues around discrimination and promote good relations between young transgender people and others.

Sexual Orientation:

The available evidence presents a mixed, and sometimes contradictory, picture of the employment outcomes of individuals due to their sexual orientation. However, there is evidence that suggests that people experience discrimination because of their sexual orientation in the workplace.

Advice and support will be promoted on the Guarantee’s website to allow delivery partners (including employers) to undertake activity in a way that prevents and

eliminates discrimination. This will include the discrimination that can be faced by young LGBTI+ people.

Employers will also commit to “creating an inclusive and fair workplace” as part of the 5 asks when becoming involved in the Guarantee. Employers will be supported to consider areas of further action and developments in line with their commitment.

It will be considered how best the experiences of young LGBTI+ people could be included in the Young Person’s Journey work. This work should better raise issues around discrimination and bullying, and ensure that there is better access for young people to navigate the system with clearer pathways to work and opportunities.

In terms of other commitments on how implementing the Guarantee can support advancing equality of opportunity for young LGBTI+ people, the Equality Action Plan states that action will be taken to:

- Engage with young people when implementing the Guarantee (including young LGBTI+ people) to hear their views and experiences;
- Understand how young people access support and make use of pathways;
- Support employers to in turn support young people, with opportunities to make use of resources from expert organisations who work with young LGBTI+ people;
- Create opportunities that can support LGBTI+ people;
- Align education with skills and support young people to make use of apprenticeships (the LGBT Inclusive Education Implementation Group presents opportunities for the Guarantee to support existing work to advance equality of opportunity for young LGBTI+ people in education);
- Develop governance arrangements (with representation of young LGBTI+ people) and analytical models;
- Support young LGBTI+ people to undertake formal volunteering opportunities and address barriers that may prevent them from doing so;
- Provide person-centred support to those who need it most at a local level; and,
- Promote the Guarantee to those working on other policy priorities.

In summary, the Guarantee is expected to improve the learning, training and employment outcomes for young LGBTI+ people. It will further work to address issues around discrimination and promote good relations between young LGBTI+ people and others.

Race:

Structural racism and discrimination experienced by young people on the basis of race and ethnicity (particularly young Black people and People of Colour) has been raised as a key issue from the evidence gathered and from stakeholders. Therefore, this EQIA has highlighted that working towards addressing this issue will be important for delivering the Guarantee.

Commitments made as a result of the EQIA will support the aim of eliminating unlawful discrimination experienced on the basis of race and ethnicity. For instance, development of the Young Person’s Journey (a key activity of the Guarantee) will incorporate the experiences of young people from minority ethnic and minority racial

groups in order to better understand the barriers they face, including discrimination. It has also been committed that employers will be supported to eliminate discrimination and structural racism through the Guarantee, and work is ongoing to develop a careers advice implementation plan which will also seek to challenge structural racism.

Delivery partners will be asked to consider and monitor how they are delivering their programmes to specifically support young people from minority ethnic and minority racial backgrounds.

As referenced throughout, employers will also be supported to adopt and embed fair and inclusive workplace practices to eliminate discrimination. Employers will also commit to “creating an inclusive and fair workplace” as part of the 5 asks when becoming involved in the Guarantee. In doing so, employers will be supported to consider areas of further action and development in line with their commitment.

Access to training for delivery partners will be promoted, particularly on anti-racism. Going forward, in partnership with members of the Implementation Group, the Government will consider what further equality training can be provided to partners.

The Implementation Group will also work with the Government’s Race Equality Delivery Group to consider and address any issues which are uncovered as part of the Guarantee’s monitoring and evaluation process.

In terms of how implementing the Guarantee can support advancing equality of opportunity for young people from minority ethnic and minority racial groups (and consider issues relating to intersectionality), the Equality Action Plan states that action will be taken to:

- Engage with young people from minority ethnic and minority racial groups (and trusted organisations who represent them) when implementing the Guarantee;
- Ensure employers are supported to adopt fair and inclusive workplaces (through, for instance, promoting and encouraging use of the Minority Ethnic Recruitment Toolkit⁴² and alignment to the Race Equality Action Plan⁴³);
- DYW School Coordinators will play a key role in partnership approaches to supporting young people from minority ethnic and minority racial backgrounds;
- Development of options for procuring equality training for DYW school coordinators with a KPI also developed to target work based learning and employer engagement opportunities at those who would benefit the most;
- Align with existing equality commitments relating to young people from minority ethnic and minority racial groups in apprenticeships (including increasing the number of MA starts from minority ethnic communities to equal the population share by 2021);
- Specific support for young people from minority ethnic and minority racial groups in (or about to leave) colleges and universities;
- Proposals that young people from minority ethnic and minority racial groups be involved in governance arrangements of the Guarantee;

⁴² <https://www.gov.scot/publications/minority-ethnic-recruitment-toolkit/pages/9/>

⁴³ <https://www.gov.scot/publications/fairer-scotland-race-equality-action-plan-2017-2021-highlight-report/>

- Data gathered will allow delivery partners to target support to young people from minority ethnic and minority racial groups;
- Encourage young people from minority ethnic and minority racial groups to undertake formal volunteering opportunities and address barriers which may prevent them from doing so;
- Local partnership level support will be person-centred and partners will be encouraged to consider the issues faced by young people from minority ethnic and minority racial groups in the labour market; and,
- Promote the Guarantee to those working on other policy priorities to support creating valuable opportunities for young people from minority ethnic and minority racial backgrounds.

The Scottish Government has recently made commitments to advance equality of opportunity for people from minority ethnic and minority racial groups in public sector employment. These commitments will support young people from these groups access and sustain opportunities, and so will influence implementation of the Guarantee. Some of these commitments include:

- Hosting a Public Sector Leadership Summit on race equality in employment;
- Seeking conformation from public sector leaders at the Summit on plans to publish policies on equal pay amongst its employees (including staff who fall into a minority ethnic and minority racial group and those who do not);
- Encouraging public authorities to commit to at least three actions as employers to promote race equality;
- Commissioning a new training framework to shape guidance on optimum practice for race equality training; and,
- Developing guidance on positive action public authorities can take as employers to advance equality of opportunity regarding race.

In summary, the Guarantee is expected to improve learning, training and employment outcomes for young people from minority ethnic and minority racial backgrounds. It will further work to address issues around discrimination and structural racism, and promote good relations between young people from minority ethnic and minority racial groups and others.

Religion and Belief:

Advice and support will be available to delivery partners (including employers) to undertake activity in a way that prevents and eliminates discrimination. This will include the discrimination that can be faced by young people because of their religion or beliefs. Employers will also commit to “creating an inclusive and fair workplace” as part of the 5 asks when becoming involved in the Guarantee and they will be supported to consider areas of further action and developments in line with their commitment.

In comparison to other protected characteristics, there is comparatively less evidence on the impacts of religion and belief on young people’s experiences of accessing opportunities. However, evidence from stakeholders indicates that it is important for there to be understanding of and flexibility towards cultural and religious beliefs of young people. It has also been raised that cultural expectations from families and communities could affect young people’s involvement in the Guarantee.

Therefore, the EQIA has concluded that opportunities available through the Guarantee must be delivered in a way that is fully accessible, and that employers are supported to adopt and embed fair and inclusive workplace practices.

In terms of how implementing the Guarantee can support advancing equality of opportunity for young people on the basis of religion and belief, the Equality Action Plan states that action will be taken to:

- Engage with young people when implementing the Guarantee to hear their views and experiences across different religions, beliefs, cultures and backgrounds;
- Understand how young people access support and make use of pathways;
- Support employers to in turn support young people with different religious beliefs, cultures and backgrounds;
- Create opportunities that can support young people from a range of cultures and backgrounds;
- Align education with skills and support young people to make use of apprenticeships;
- Develop governance arrangements (with representation of views of young people from different cultures and backgrounds) and analytical models;
- Support young people from a range of different cultures and religious backgrounds to undertake formal volunteering opportunities and address barriers that may prevent them from doing so;
- Provide person-centred support to young people from different cultures and religious backgrounds at a local level; and,
- Promote the Guarantee to those working on other policy priorities.

In summary, the Guarantee is expected to improve the learning, training and employment outcomes for young people across religious beliefs. It will further work to address issues around discrimination, and promote good relations between young people from religious backgrounds and others.

Care Experience:

Care experienced is not recognised as a protected characteristic under the Equality Act 2010. Nevertheless, in keeping with the Scottish Government's commitment to The Promise⁴⁴ and through engagement with specialist organisations, the Scottish Government believes that it is important to consider how the Guarantee can better advance equality of opportunity for young care experienced people and young care leavers. Therefore, impacts for this group have been considered as part of this assessment.

In terms of how implementing the Guarantee can support advancing equality of opportunity for young people who have experienced care, the Equality Action Plan states that action will be taken to:

- Engage with trusted organisations who represent care experienced young people when implementing the Guarantee;

⁴⁴ <https://www.carereview.scot/wp-content/uploads/2020/02/The-Promise.pdf>

- Ensure employers commit to helping those who need it most by engaging with and opening opportunities to young people who face barriers to work (including young care experienced people);
- Support employers to in turn help young people sustain employment, particularly in relation to mental health or trauma related issues (which can be of importance for young care leavers);
- Continue to support care experienced people access and sustain apprenticeships;
- Work with corporate parents to ensure that the Guarantee is promoted to care experienced young people through upcoming updates to Corporate Parenting Plans;
- Consider how the views of groups who face greater barriers to accessing and sustaining opportunities will be accounted for in the Guarantee's governance arrangements, including care experienced young people;
- Set out how care experienced young people will receive targeted support to access formal volunteering opportunities, and gain work-based skills and personal development; and,
- Consider how community benefit clauses could be used to create opportunities for young care experienced people.

In summary, the Guarantee is expected to improve the learning, training and employment outcomes for young care experienced people and young care leavers.

Monitoring and Review

While there is ongoing work to establish the formal governance arrangements for the Guarantee, the Implementation Group will continue to provide advice on the Guarantee and implementation of activities set out in the Activity Plan. The Implementation Group will further establish an equality subgroup, whose membership will include Close the Gap, Intercultural Youth Scotland, Glasgow Disability Alliance and Staf. This subgroup will support partners to deliver against the Activity Plan and the Equality Action Plan, consider updates on how actions are being progressed, and question where improvements could be made. Further consideration will be given to the membership of the subgroup.

It is expected that the subgroup will support the development and review of other EQIAs related to the Guarantee; support the monitoring and evaluation of the Guarantee in meeting its equality aims; and, advise on areas of continuous improvement.

Given that the implementation of the Guarantee involves a wide range of partners, there is an understanding that partners should be impact assessing their own policies and delivery of their programmes. While overall delivery of the Guarantee will be monitored and evaluated by the Scottish Government, public sector partners will also prepare and publish their own relevant impact assessments. Other partners will further be asked to impact assess their work through grant arrangements with the Scottish Government.

The Scottish Government has committed to regularly updating the Activity Plan for the Guarantee and this will involve reviewing the EQIA and updating the Equality Action Plan to ensure that equalities are continually embedded in the delivery of the

Guarantee. The Scottish Government will be responsible for coordinating this, with input from delivery partners and the equality subgroup.

Further, policy officials are either undertaking new EQIAs for specific elements of the Guarantee and/or are updating existing EQIAs.

Conclusion

As demonstrated above, a number of commitments and alignment to existing policies have been made as a result of this EQIA. These have been mapped against the range of activity required to implement the Guarantee set out in the Equality Action Plan, and against each protected characteristic and care experienced young people.

These high-level commitments, principles and linkages have been made to ensure that implementation of the Guarantee can work to eliminate discrimination, advance equality of opportunity and promote good relations across protected characteristics. This will allow implementation of the Guarantee to work towards supporting every young person in Scotland to reach their potential, and ensure that no one is left behind.

YOUNG PERSON'S GUARANTEE EQUALITY ACTION PLAN

1. Engagement and Creating Opportunities				
Activity	Delivery Partner(s)	Key Responsibilities	Key Outcomes	Equality Actions
1.1 Communications and Engagement	SDS Local government Comms subgroup	Engage with young people, employers and partners to establish a streamlined way of communicating messaging on the Guarantee. Develop an umbrella brand for the Guarantee with an effective web presence that is accessible and meets all our equality obligations. Communicate the successes of the Guarantee through telling the stories of businesses and young people.	Young people and employers are able to access the Guarantee through a digital portal, and are supported to make use of all available opportunities. There is a 'no wrong door' approach in operation where delivery partners work collectively to connect young people to opportunities. That the successes of the Guarantee are communicated and visible.	From the start, all communications and engagement activity will promote that inclusion is central to the Guarantee. Key equality organisations will be engaged in this activity and will support raising awareness of the Guarantee and promoting opportunities available to the groups they represent. Groups who face barriers will be meaningfully engaged with when promoting the Guarantee - such as young women; young parents and families (including those most impacted by child poverty); young disabled people; young people from minority ethnic and minority racial groups; care experienced young people; justice experienced young people; and those from lower socioeconomic backgrounds. Analysis will be undertaken to understand levels of effective engagement on communications activity across protected characteristics. Delivery partners identified will continually explore how communications (particularly the web presence for the Guarantee) includes accessible language and meets accessibility standards, including BSL requirements. Those who cannot access the digital portal should receive the same opportunities to engage with the Guarantee and consideration will be given to how this will be progressed (organisations which interact with young people should promote engagement with the Guarantee through additional means). Employment rights, equality rights and inclusive workplace practices will be promoted within the Guarantee's website. This could include links to the Citizens Advice Scotland website and ACAS website. Delivery partners will also be asked to explore how they can inform young people of their rights as well as promoting Fair Work practice to employers.
1.2 Young Person's Journey	Young Scot Intercultural Youth Scotland	Ensuring that young people are at the heart of the Guarantee.	Young people are better supported to access and navigate the system, with	Young people will be at the front and centre of both design and delivery to ensure inclusion is embedded throughout the system. Young people, and trusted organisations who represent them, will be meaningfully engaged with to inform the outputs of this work.

		<p>Develop the Young Person's Journey by engaging with young people and third sector organisations, and take into account the barriers (such as poverty and digital exclusion) faced by young people (particularly intersectional young people, young people from minority ethnic and minority racial groups, young disabled people, young women, and minority groups).</p> <p>Consultations to develop this work are undertaken in safe environments, and led by groups who effectively engage with young people.</p>	<p>clearer pathways to work and opportunities.</p> <p>Ensure young people know which options are available to them and how they can access them.</p> <p>Develop a person centred approach to the Guarantee in alignment with the principles of No One Left Behind in order to ensure pathways to fair and sustainable employment.</p> <p>Young people are placed at the front and centre of both design and delivery to ensure their voice is embedded throughout the system.</p>	<p>A diverse group of young people from across Scotland will form the Young Person's Guarantee Youth Leadership Panel. The Panel will also explore how best to engage with other demographics and will collaborate with other organisations to support this. Young people will be supported to fully participate and engage with this work.</p> <p>Consideration will be given to how the views of certain groups of young people, who face greater barriers to accessing and sustaining opportunities, can be accounted for in this work. This work should better raise issues around discrimination and bullying. Such groups include young women, young parents, young disabled people, young people from minority ethnic and minority racial groups, young LGBTI+ people, young care experienced people, young justice experienced people, young people who have experienced trauma, young people with caring responsibilities, and young people from remote and island communities.</p> <p>The Young Person's Journey workstream will also be looking to equip young people with the skills to be active participants in the delivery of the Guarantee in their local areas.</p> <p>Linkages between related policy areas and interventions will be explored further. This includes links to existing initiatives and services that can help young people experiencing digital exclusion to access and make use of opportunities through digital means. For instance, as well as other initiatives, the Scottish Government is investing £25m to support digital inclusion amongst school-aged learners. Consideration will also be given to how the Guarantee and opportunities can be effectively accessed through non-digital means.</p> <p>It will be important that young people involved in the Guarantee are engaged in decisions that affect their human rights, in an active and meaningful way.</p>
1.3	Employer Journey DYW Local government	Develop Employer Journey through employer engagement and leadership. This will further involve	Employers are better supported to engage with the Young Person's Guarantee as it is	Employers will be encouraged and supported to embed inclusive workplace practices to eliminate discrimination (including structural racism, sexism and ableism) and promote equality of opportunity. This will include, for example, the 5 asks of employers (committed to as part of the Guarantee). Through these asks, employers will commit to " <i>creating an inclusive and fair workplace</i> ". This will be linked to the organisation's own diversity and equality policies and activities.

		<p>engagement with DWP, the third sector and equality groups.</p>	<p>simpler to understand the employer ask. Employers are clearer on how to provide opportunities and who to engage with to support young people. Employers are supported to adopt and embed fair and inclusive workplace practices to eliminate discrimination (including structural racism, sexism and ableism). There will also be support to advance equality of opportunity for young people (particularly young intersectional people, young people from minority ethnic and minority racial groups, young disabled people, young women, and minority groups).</p>	<p>Examples could include taking positive action to support young people in the workplace; actively engaging with and supporting key protected characteristics; and adopting Fair Work principles and the living wage. Employers will be supported to consider areas of further action and developments in line with their commitment.</p> <p>Fair Work First will further be important, as will the support available through the Workplace Equality Fund which has been funded since 2018. Applications to this Fund for 2020/21 closed on 2 December 2020 and ongoing consideration is being given to continued funding for 2021/22 as part of the spending review process. This Fund has been impact assessed.</p> <p>We will signpost employers to advice and guidance on adopting fair and inclusive workplaces to ensure equitable access to opportunity, as well as tackling discrimination. Consideration will also be given to how employers will be supported to help young people sustain employment, particularly in relation to mental health or trauma related issues. There are also opportunities to promote guidance and advice offered by expert groups who work directly with young people.</p> <p>Advice and guidance could include, for example, the Minority Ethnic Recruitment Toolkit and through making use of Guaranteed Interview Schemes. Another example of support for employers includes the Public Social Partnership work to address gaps in employer knowledge and expertise in recruiting and retaining disabled people. Helping employers access resources from expert groups will further be important for creating fair and inclusive workplaces. To give an example, this includes available resources for employers to address gender pay gaps.</p> <p>The importance of employers accessing training will be crucial, particularly on inclusive recruitment and positive action. This can include, but is not limited to, disability equality training, gender competence training, and training on tackling structural racism. Effort should be made on receiving training from young people with lived experience. An example of support for employers includes the Public Social Partnership work to address gaps in employer knowledge and expertise in recruiting and retaining disabled people.</p> <p>There will also be support to advance equality of opportunity (particularly for young women, young parents, young disabled people, and young people from</p>
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				<p>minority ethnic and minority racial groups. Care experienced young people should also have equitable access to upskilling, training and employment opportunities from employers.</p> <p>Work to deliver on existing policies will support employers in working towards equality ambitions of the Guarantee, and it will be considered how delivery of these policies can better support young people through the Guarantee. This includes:</p> <ul style="list-style-type: none">• Race Equality Action Plan• Gender Pay Gap Action Plan• Disability Employment Action Plan• ‘the Promise’• Fair Work Action Plan• Future Skills Action Plan• Tackling Child Poverty Delivery Plan <p>The Government will continue to work with Fair Work officials to ensure that there is alignment between the Guarantee and Fair Work especially in relation to Fair Work First.</p> <p>Through Fair Work First, in relevant grants and procurement, we are asking employers and delivery partners to commit to adopting fair working practices this includes:</p> <ul style="list-style-type: none">• investment in skills and training;• no inappropriate use of zero hours contracts (for example, using zero hours contracts when people are working regular hours; exclusive contracts that stop flexible workers working for other people);• action to tackle the gender pay gap;• genuine workforce engagement such as trade union recognition; and,• payment of the real Living Wage <p>We will review the evidence provided by grant recipients as part of the monitoring and evaluation process. This information will help to determine future actions and responses as part of a continuous improvement process.</p> <p>In the Fair Work Action Plan, published in 2019, the Government has committed to increasing collective bargaining coverage, initially focusing on four key sectors: social care; early years and childcare; hospitality; and construction. To inform</p>
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				<p>future work, the Government are undertaking a mapping exercise to determine sectoral and collective bargaining coverage in these areas across Scotland.</p> <p>The Fair Work in Social Care Group will provide advice on taking forward Fair Work Convention recommendations, including the establishment of a new sector-level body responsible for ensuring that social care workers have an effective voice, and the development of a collective bargaining role in the sector.</p> <p>Employers should also be supported in providing flexible working, which will, for instance, be particularly crucial for young people with caring responsibilities which evidence suggests predominately affects women or those with mental health issues. There are potential opportunities to make use of support undertaken by Flexibility Works (which is funded by the Scottish Government) to help employers adapt to flexible working as part of the Guarantee.</p> <p>We will continue to work with DWP, equality groups and employers to ensure that Kickstart is an opportunity for employers to advance equality of opportunity and eliminate discrimination.</p> <p>The Scottish public sector is also covered by the Public Sector Equality Duty, and is required to mainstream equality by integrating actions that work towards the duty in its day-to-day functions (including as employers)</p> <p>The Scottish Government has further recently made commitments to advance equality of opportunity for minority ethnic people in public sector employment. These commitments will support young people from minority ethnic and minority racial groups in accessing and sustaining opportunities, and so will influence implementation of the Guarantee. Some of these commitments include:</p> <ul style="list-style-type: none">• Hosting a Public Sector Leadership Summit on race equality in employment (March 2021);• Seeking conformation from public sector leaders at the Summit on plans to publish policies on equal pay amongst its employees (including staff who fall into a minority ethnic group and those who do not);• Encouraging public authorities to commit to at least three actions as employers to promote race equality;• Commissioning a new training framework to shape guidance on optimum practice for race equality training; and,
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				<ul style="list-style-type: none"> Developing guidance on positive action public authorities can take as employers to advance equality of opportunity regarding race.
1.4 Career Advice Model	SDS	<p>Further develop career advice service in line with the recommendations made in the interim report.</p> <p>Ensure the continued delivery of the current all-age careers information, advice and guidance service in Scotland, and that the service meets the needs of all users especially those facing barriers to employment.</p> <p>Develop options to integrate the industry led DYW network with the wider career offer.</p>	<p>There will be a highly visible, consistent, and accessible careers advice service with skilled practitioners for young people.</p> <p>There will be greater alignment with existing support mechanisms such as the DYW network.</p> <p>There will be an approach to promoting fair and equitable access to opportunities whilst challenging inequalities, (including structural racism, sexism and ableism), and digital exclusion.</p>	<p>There will be an approach to proactively promoting fair and equitable access to opportunities whilst challenging inequalities (including structural racism, sexism and ableism) and digital exclusion.</p> <p>Practitioners will support young people with protected characteristics (particularly young women, young parents, young disabled people, and young people from minority ethnic and minority racial groups) and continue to consider how best to work with equality groups on this.</p> <p>Through the review and development of a national model for delivering career advice, these services should be fully aware of the impacts of occupational segregation and how to support groups not represented in certain sectors to pursue opportunities in these sectors.</p> <p>Consideration should be given to improve understanding on how the above groups with protected characteristics are interacting with this service and what their outcomes are.</p> <p>Considerations should be made on how to raise young people's expectations of fair work and their understanding of employment law. This will support continued improvement.</p> <p>Work should continue to deliver on actions identified in the Careers Information, Advice and Guidance Equality Action Plan 2019-21 - one such action includes rolling out a programme of mandatory learning for practitioners on equality topics, including gender competence. Consideration should be given to how these actions could be developed to reflect the ambitions of the Guarantee.</p>
1.5 Creating Opportunities and Demand	SG Employer Groups	All levels of Government to consider the cost to society of not affording young	The number of new opportunities created will be measured with a clear	Particular consideration will be given to creating opportunities that can be accessed by young women; young parents and families; young disabled people; young people from minority ethnic and minority racial groups; and care experienced young people. As part of the 5 asks when becoming involved in the

	Local government	<p>people with opportunities, particularly those who need most support (including those from lower socioeconomic backgrounds, intersectional young people, young people from minority ethnic and minority racial groups, young disabled people, young women, and minority groups).</p> <p>All levels of Government will work with delivery partners (including employer groups, education partners and the third sector) to create a wide range of valuable opportunities for young people to mitigate this cost.</p>	understanding of the value, range and types of opportunities available.	<p>Guarantee, employers will commit to helping those who need it most by engaging with and opening opportunities to young people who face barriers to work.</p> <p>A place-based approach will also be taken to ensure that young people living in rural and island communities can participate and as part of this, we will make use of the grant monitoring process and the Guarantee's overall monitoring and evaluation process to explore how all young people within these communities are benefitting from the Guarantee.</p> <p>An understanding will be developed on the types and value of opportunities created. It is also important that understanding is developed on which groups are making use of these opportunities.</p> <p>Actions in the Gender Pay Gap Action Plan will support promoting greater access to and sustaining opportunities for young women. This includes:</p> <ul style="list-style-type: none"> • continuing to support the adoption of the Fair Work Framework to address gender inequality across all dimensions of work – opportunity, security, fulfilment (including skills acquisition and deployment), respect and voice; • encourage Fair Work practices among employers and grant recipients (including Local Authorities that receive Scottish Government funding); • working with employers to persuade them to develop robust and meaningful gender pay gap action plans and support the Fair Work Convention with their employer engagement; • Payment of the living wage; • Monitoring delivery of the Parental Employability Support Fund to ensure that the programme is gender-sensitive, and is meeting women's distinct needs; • Helping to support delivery partners' knowledge and skills around intersectional gender analysis and gender sensitive service development; and, • Considering how transport infrastructure investment impacts on the gender pay gap. <p>Consideration should be given to how these actions could be further targeted to young women as part of the Guarantee, such as through making use of work undertaken by Flexibility Works (supported by the Scottish Government) to adapt to flexible working.</p>
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				<p>Additional £60m funding will build on and align with the existing education, skills, employability and job creation programmes to create opportunities (such as the Parental Employment Support Fund). While these programmes have been impact assessed, a further impact assessment will be undertaken on additional funding. This impact assessment will take account of addressing the barriers experienced by young people with protected characteristics (as raised from a range of evidence).</p> <p>Part of the £60m committed will support local partnerships so local authorities can provide a person-centred and place-based approach to delivering the Guarantee to those who need it most. This funding allocation has taken account of rurality, deprivation and will be targeted at supporting those who are:</p> <ul style="list-style-type: none">• Unemployed (excluding those in full time education)• About to leave school without a positive destination• School leavers without a positive destination• In low paid employment• At risk of redundancy• At risk of losing an apprenticeship• Leaving training, volunteering, college or university without a positive destination• Low skilled• Without qualifications at SCQF 5 or above• Underemployed <p>Through local partnerships, priority will be given to those most at risk with multiple barriers to help support their engagement, participation and progression. There will also be an equalities focus to this funding and it will align with the Parental Employment Support Fund (to acknowledge the needs of young people who are pregnant / parents). The funding will support employers to create jobs, as well as supporting young people on their journey to employment and progression while in employment.</p> <p>There will be ongoing implementation of the following plans which will support equality commitments when creating opportunities. This includes the Disability Employment Action Plan, which includes actions regarding young disabled people. Other actions in this Plan concern supporting employers to recruit and retain disabled people, supporting disabled people to enter employment, and measuring impact on progress. Alignment with other plans includes:</p>
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				<ul style="list-style-type: none">• Race Equality Action Plan• Gender Pay Gap Action Plan• Disability Employment Action Plan• ‘the Promise’• Fair Work Action Plan• Future Skills Action Plan• Tackling Child Poverty Delivery Plan <p>The additional investment in the DYW Network, through school coordinators, will strengthen the capacity to support employer engagement and build capacity for the creation of opportunities. We will continue to focus on equalities issues with expanding support for the groups and specialist partners. This partnership approach, in which school coordinators will be a key part of, will support young women, young parents, young disabled people, young people from minority ethnic and minority racial groups, and care experienced young people.</p>
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2. Education Alignment with Skills, and Apprenticeships

Activity	Delivery Partner(s)	Key Responsibilities	Key Outcomes	Equality Actions
2.1 Education Alignment	DYW Schools Local government Colleges Scotland	Work with partners to align education with future skills needs and strategic economic policy priorities.	<p>Opportunities which are being supported and created align with future jobs and strategic economic policy priorities - including health and social care, the climate emergency and digital advancement.</p> <p>These opportunities will advance equality of opportunity to young people (particularly young intersectional people, young people from minority ethnic and minority racial groups, young disabled people, young women, and minority groups).</p>	<p>The Government will share the equality evidence finder and other resources with delivery partners to make them more aware of inequalities (for example, including the impacts of occupational segregation).</p> <p>Delivery partners will (as required by the grant process and letters of guidance) consider how people with protected characteristics underrepresented in certain sectors will be supported to pursue opportunities in these sectors.</p> <p>DYW school coordinators will help ensure that employers are engaged with young people and work with careers advisors and other partners in schools and colleges. The Scottish Government is also currently developing options for procuring equality training for school coordinators, and a KPI has been developed to target work based learning and employer engagement opportunities at those who would benefit the most. A more detailed EQIA will be undertaken on how this partnership approach, in which school coordinators will be a key part of, can support young women, young parents, young disabled people, young people from minority ethnic and minority racial groups, and care experienced young people.</p> <p>The Government is currently developing options for procuring equality training for school coordinators and will consider as part of the spending review process for 2021/22 what further training opportunities can be provided to other delivery partners.</p> <p>The Scottish Government has further made commitments to better promote gender equality within the DYW Programme, which will be progressed.</p> <p>It will be explored how connections could be made to the Digital Start Fund so that young people who are out of work or on low incomes can access skills required for a career in digital.</p>

				<p>The Government has established the Gender Equality in Education and Learning Taskforce, which aims to address the lack of gender equality that remains evident in education and learning settings, and to advise on potential changes in practice and actions to support a gender competent experience of education and learning for all girls and women. There are opportunities for this Taskforce to link in with the College Development Network, who lead on matters of sharing best practice across the college sector. The LGBT Inclusive Education Implementation Group further present opportunities for the Guarantee to align with and support existing work to advance equality of opportunity for young LGBT people in education.</p> <p>The Government is supporting the STUC's "Union into Schools" programme, which involves union representatives visiting schools to raise awareness and understanding amongst young people about the importance of citizens and workers' rights, and the role played by trade unions in the modern workplace.</p>
2.2 Apprenticeships	SDS Colleges	Develop proposals to support more young people (particularly intersectional young people, young people from minority ethnic and minority racial groups, young disabled people, young women, and minority groups), into apprenticeships, particularly in the public sector.	<p>The number of young people participating and being retained in apprenticeships will be measured.</p> <p>Support implementation of the Equalities Action Plan:</p> <ul style="list-style-type: none"> • Increase the employment rate for young disabled people to the population average by 2021 • Reduce to 60% the percentage of MA frameworks where the gender balance is 75:25 or worse by 2021 • Increase the number of MA 	<p>Work should continue to deliver on actions identified in the recently published EQIA undertaken by SDS on work-based learning, and the Apprenticeship Equality Action Plan. In this Action Plan, SDS have committed to further embed "equality into all stages of the apprenticeship process; from the promotion of opportunities to under-represented groups, through to supporting individuals to sustain and achieve their apprenticeship. Specifically, we will focus on improving participation from ethnic minority groups; addressing gender segregation in certain frameworks; and supporting care experienced and disabled people to access and sustain apprenticeships". The college sector have indicated that they will work in partnership with SDS to support this.</p> <p>It will further be crucial to work towards findings resulting from the Gender Commission led by the Scottish Apprenticeship Advisory Board.</p> <p>This activity should also help deliver the ambitions of SDS's Modern Apprenticeships Equalities Action Plan to support the following outcomes:</p> <ul style="list-style-type: none"> • Increase the employment rate for young disabled people to the population average by 2021 • Reduce to 60% the percentage of MA frameworks where the gender balance is 75:25 or worse by 2021

			<p>starts of minority ethnic communities to equal the population share by 2021</p> <ul style="list-style-type: none"> • Improve the number of care leavers who successfully take up MAs 	<ul style="list-style-type: none"> • Increase the number of MA starts from minority ethnic communities to equal the population share by 2021 • Improve the number of care leavers who successfully take up MAs
2.3 Provision in Colleges	SFC Colleges Scotland	Develop proposals to create more opportunities in colleges for shorter, work-based programmes which align with the future needs of the economy.	<p>An increased number of opportunities created in colleges will be measured by SFC.</p> <p>These opportunities will advance equality of opportunity to young people (particularly young intersectional people, young people from minority ethnic and minority racial groups, young disabled people, young women, and minority groups).</p>	<p>The Scottish Funding Council and the Equality and Human Rights Commission on 5th March 2020 signed a Memorandum of Understanding that underlines their aspirations to strengthen and reinforce compliance with the Public Sector Equality duty in colleges and universities. The MOU is supported by a Joint Action Plan. The aim will be to improve outcomes for people working or studying at Scotland’s colleges and universities who are experiencing unlawful discrimination and inequality. This will be done by:</p> <ul style="list-style-type: none"> • Identifying and developing a shared ownership and understanding of the most significant and persistent inequalities in the sector; • Universities and colleges setting SMART national equality outcomes; • Building confidence and clarity to identify the action required to achieve these outcomes; • Ensuring appropriate scrutiny and measurement of progress; and, • Evaluating actions and sharing lessons learned. <p>This workstream will be supported by part of the additional funding committed to the Guarantee. In keeping with the Public Sector Equality Duty, the Government has asked delivery partners that this be used to target support at young women; young parents and families (particularly those at risk of child poverty); young disabled people; and young people from minority ethnic and minority racial groups so that they can access and participate in these opportunities.</p> <p>As corporate parents, colleges should consider how they will promote the Guarantee to care experienced young people when updating their Corporate Parenting Plans.</p>

				<p>Analytical models will be developed to determine which protected characteristics are making use of these opportunities.</p> <p>There will be ongoing implementation of the following plans which will support equality commitments when creating opportunities:</p> <ul style="list-style-type: none"> • Race Equality Action Plan • Gender Pay Gap Action Plan • Disability Employment Action Plan • 'the Promise' • Fair Work Action Plan • Future Skills Action Plan • Tackling Child Poverty Delivery Plan <p>The college sector is also linked in with the AdvancedHE Project, working to tackle under representation of minority ethnic staff across the sector in Scotland, and so will be able to link in with this group as appropriate to inform the ongoing work around the Guarantee.</p>
2.4 College Leavers	SFC Colleges Scotland	<p>Develop proposals to create opportunities for young people leaving college.</p> <p>This will involve working with employers and others to develop more internships which align to the future needs of the economy.</p>	<p>Employers will be supported to create more opportunities for college leavers, including internships. This will be measured with an understanding provided on the nature of the available opportunities.</p> <p>These opportunities will advance equality of opportunity to young people (particularly young intersectional people, young people from minority ethnic and minority racial groups, young disabled</p>	<p>These opportunities should advance equality of opportunity to young people (particularly young people from minority ethnic and minority racial groups, young disabled people, young women, and minority groups).</p> <p>Measures should be taken by delivery partners to challenge occupational segregation for those leaving college into internships. The college sector has strong relationships through existing initiatives with employers and as such will be in a position to challenge occupational segregation for those leaving college into internships.</p> <p>As corporate parents, colleges should consider how they will promote the Guarantee to care experienced young people when updating their Corporate Parenting Plans.</p>

			people, young women, and minority groups).	
2.5 Provision in Universities	Universities Scotland	Develop proposals to create more provision in universities for young people, aligned to future needs of the economy and targeted at young people who are underrepresented in higher education.	Consider the delivery of increased provision at universities at undergraduate and postgraduate levels.	<p>In keeping with the Public Sector Equality Duty, delivery partners should consider proposals which continue to provide support to students with protected characteristics (particularly young women, young parents, young disabled people, and young people from minority ethnic and minority racial groups) while at university. This support will aim at improving access to opportunities whilst studying and upon graduation (see 2.6 Graduate Opportunities below).</p> <p>As corporate parents, universities should consider how they will promote the Guarantee to care experienced young people when updating their Corporate Parenting Plans.</p> <p>The Scottish Funding Council and the Equality and Human Rights Commission on 5th March 2020 signed a Memorandum of Understanding that underlines their aspirations to strengthen and reinforce compliance with the Public Sector Equality duty in colleges and universities. The MOU is supported by a Joint Action Plan.</p> <p>There will be ongoing implementation of the following plans which will support equality commitments when creating opportunities:</p> <ul style="list-style-type: none"> • Race Equality Action Plan • Gender Pay Gap Action Plan • Disability Employment Action Plan • ‘the Promise’ • Fair Work Action Plan • Future Skills Action Plan • Tackling Child Poverty Delivery Plan
2.6 Graduate Opportunities	Universities Scotland	Develop proposals to create more opportunities for university graduates. This will involve working with employers and	Work with employers to create more internship opportunities for university graduates. This will be measured with an understanding provided on	Delivery partners will consider how these opportunities will advance equality of opportunity to young people with protected characteristics (particularly young women, young parents, young disabled people, and young people from minority ethnic and minority racial groups).

		<p>others to develop more graduate internships which align to the future needs of the economy.</p>	<p>the nature of the available opportunities.</p> <p>These opportunities will advance equality of opportunity to young people (particularly young intersectional people, young people from minority ethnic and minority racial groups, young disabled people, young women, and minority groups).</p>	<p>As corporate parents, colleges should consider how they will promote the Guarantee to care experienced young people when updating their Corporate Parenting Plans.</p> <p>The Guarantee will build upon relevant existing policies (such as the STEM bursary scheme) which have also been subject to an impact assessment.</p>
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3. Governance and Equalities

Activity	Delivery Partner(s)	Key Responsibilities	Key Outcomes	Equality Actions
3.1 Governance	SG	<p>Ensure that delivery of the Guarantee makes use of existing infrastructure and supports effective analysis related to the Guarantee.</p> <p>Young people should be a part of these governance arrangements at a local and national level (including young intersectional people, young people from minority ethnic and minority racial groups, young disabled people, young women, minority groups, and those from lower socioeconomic backgrounds).</p>	<p>National, regional and local governance arrangements will deliver on the ambition of the Guarantee through repurposing and aligning existing arrangements. This will support the transition to simpler and more streamlined governance arrangements.</p>	<p>Develop a mechanism so that during delivery of the Guarantee, issues relating to equality can be raised with action taken to address them.</p> <p>Young people will be involved and represented in Governance arrangements (as well as expert groups who represent them), with the need to be as diverse as possible. It will be considered how the views of groups who face greater barriers to accessing and sustaining opportunities will be accounted for – such as young women, young parents, young disabled people, young people from minority ethnic and minority racial groups, young LGBTI+ people, young care experienced people, young people with caring responsibilities, and young people from remote and island communities.</p> <p>It will be important that young people involved in the Guarantee are engaged in decisions that affect their human rights, in an active and meaningful way.</p>
3.2 Analysis	SG	<p>Develop a measurement and evaluation framework to support delivery and measure progress of the Guarantee with support from SDS, local government, Colleges Scotland and SFC.</p>	<p>The measurement and evaluation framework will allow local partners to measure progress and target support (particularly to young people with multiple identities, young people from minority ethnic and minority racial groups, young disabled people,</p>	<p>Data gathered on opportunities provided through the Guarantee will help delivery partners gather the information they require to target support, particularly to groups with protected characteristics (young women, young parents, young disabled people, and young people from minority ethnic and minority racial groups).</p> <p>Data across each allocated funding stream will also be used for governance purposes to better understand the impact of the guarantee on young people</p>

			<p>young women, and minority groups).</p> <p>This will likely include a local labour market dashboard and participation measure. We will also measure how each funding stream is working and the cumulative impact of the additional investment</p>	<p>The Government will work with partner organisations to develop a process which will allow for concerns (where more could be done to advance equality) to be flagged to relevant governance structures and appropriate actions to be taken (see 3.1 Governance).</p> <p>Action will be taken forward to ensure that an equalities and human rights approach is taken within the measurement and evaluation plan for the Guarantee.</p> <p>Equality organisations will be engaged with to inform development of the measurement and evaluation framework for the Guarantee.</p>
3.3	<p>Equalities and Human Rights</p> <p>SG</p> <p>Equality Groups (currently including Intercultural Youth Scotland, Close the Gap and Glasgow Disability Alliance)</p>	<p>N.B. This is a ‘horizontal’ workstream which will influence on every other proposed activity.</p> <p>Support development and scrutiny of impact assessments, and ensure other activity embeds an equalities and human rights approach.</p> <p>Support delivery partners and stakeholders to access equalities training (such as anti-racist employability training, disability training, gender competence training).</p>	<p>Develop clear evidence to show how the Guarantee is supporting advancing equality of opportunity and inclusion (particularly for young intersectional people, young people from minority ethnic and minority racial groups, young disabled people, young women, minority groups, and those from lower socioeconomic backgrounds).</p> <p>Ensure that impact assessments allow for robust data collection to be undertaken as part of the Guarantee in order to shape delivery.</p>	<p>An equality subgroup will provide advice and support delivery partners (including employers) to deliver on commitments outlined to advance equality and eliminate discrimination. This group will also help determine progress of the Guarantee, regarding equality and human rights, and support future reviews of impact assessments judging where improvements can be made.</p> <p>A Fairer Scotland for Disabled People sets out the Government’s plan to deliver on the United Nations Convention on the Rights of Persons with Disabilities. Implementation and delivery of the Guarantee will align with this plan to support working towards the Convention.</p> <p>As part of the grant awarding process, the Government will make it clear that participation in the Guarantee will be accessible, active, free, and meaningful. In particular, there will be no requirement (mandation) for young people to participate in the Guarantee. The awarding of grants will clearly state, based on evidence, who should be supported by the grant and policies. Those in receipt of grants will be required to evidence how they are meeting equality conditions of the grant.</p> <p>Grant recipients must consider how to further promote and protect the rights of children and young people, consistent with the requirements of the United Nations Convention on the Rights of the Child (UNCRC) as this relates to the Grantee’s areas of responsibility. For example, this could mean that delivery partners have customer complaint procedures and mechanisms of redress in place. Key equality groups will be represented in the equality and human rights work of the Guarantee.</p>

4. Formal Volunteering and Supporting Those Who Need It Most

Activity	Delivery Partner(s)	Key Responsibilities	Key Outcomes	Equality Actions
4.1 Formal Volunteering	Project Scotland	Increase formal volunteering opportunities for young people, in alignment with the Scottish Government's response to the Youth Volunteering Innovation Project report.	The number of formal volunteering opportunities for young people will be increased, with a focus on advancing the equality of opportunity of young people (particularly young intersectional people, young people from minority ethnic and minority racial groups, young disabled people, young women, and minority groups).	<p>Consider the barriers (particularly for young women, young parents, young disabled people, and young people from minority ethnic and minority racial groups, care experienced young people, and those from islands and rural areas) to accessing and sustaining volunteering opportunities. This will work towards the desired outcome in Volunteering for All: Our National Framework that 'there are diverse, quality and inclusive opportunities for everyone to get involved and stay involved'.</p> <p>More specifically, there will be action to discuss <i>Access to Work</i> support for volunteering opportunities with the UK Government.</p> <p>Delivery partners will set out how young people with protected characteristics, care experienced young people, and those from islands and rural areas will receive targeted support to access formal volunteering opportunities, and gain work-based skills and personal development. There are opportunities to consider how formal volunteering will support pathways to employment.</p> <p>In receiving a grant, the grantee must:</p> <ul style="list-style-type: none"> • Consider how to further promote and protect the rights of children and young people, consistent with the requirements of the United Nations Convention on the Rights of the Child (UNCRC) as this relates to the Grantee's areas of responsibility. • Promote fair working practices, including payment of the Living Wage as this relates to the Grantee's areas of responsibility. • Consider equality and diversity, and ensure that engagement and provision includes young people from the following minority groups: minority ethnic, refugees, care experienced, young parents, disabled young people, those with long-term health conditions, carers and those with experience of the justice system. <p>The grantee will also be asked to provide information on the sectors that the young people will be volunteering in, and that they must consider</p>

				<p>issues around occupational segregation when discussing the sectors with the young people.</p> <p>Those in receipt of grants will be required to evidence how they are meeting the conditions of the grant.</p>
4.2	Supporting Those Who Need it Most	<p>SCVO</p> <p>Local government</p>	<p>In partnership, support young people furthest away from the labour market into opportunities. This will include opportunities in the training and employability sector. It should be recognised that those who require support exist across different qualification levels.</p> <p>Engage with local partners, including the third sector and local government - in keeping with the principles of No One Left Behind - to support pathways into apprenticeships and employment.</p>	<p>Evidence of increased support for those who are furthest away from the labour market, with clear understanding of the numbers supported and the types of interventions.</p> <p>Employers will be engaged and supported to achieve this.</p> <p>Delivery partners will set out how young people (particularly young women, young parents, young disabled people (including those with learning disabilities and autism), young people from minority ethnic and minority racial groups, care experienced young people, young people with caring responsibilities, and young people from islands and rural areas) will receive targeted support to access opportunities. Gaining work-based skills and personal development should also be a priority, as well as considerations on how to challenge occupational segregation.</p> <p>In delivering the Grant, the grantee must consider how to:</p> <ul style="list-style-type: none"> • Further promote and protect the rights of children and young people, consistent with the requirements of the United Nations Convention on the Rights of the Child (UNCRC) as this relates to the Grantee's areas of responsibility; and, • Promote fair working practices, including payment of the Living Wage as this relates to the Grantee's areas of responsibility. <p>The Grantee shall ensure that equalities issues and equality of opportunity are considered and applied when delivering interventions for the Guarantee.</p> <p>The grant award process will reinforce the need for funding to be used to advance equality of opportunity. Grant funding allocations have been made to all local authorities based on levels of participation, deprivation and rurality. Those in receipt of grants will be required to evidence how they are meeting equality conditions of the grant.</p> <p>As corporate parents, Local Authorities should consider how they will promote the Guarantee to care experienced young people when updating their Corporate Parenting Plans.</p> <p>A framework for Employer Recruitment Incentives will be developed in consultation with the Implementation Group. Consideration will be given</p>

				<p>to how to ensure that fair work, with a particular focus on equalities, is embedded.</p> <p>Local partnerships will help provide a person-centred and place-based approach to delivering the Guarantee. This funding allocation has taken account of rurality and will be targeted at supporting those who are:</p> <ul style="list-style-type: none">• Unemployed (excluding those in full time education)• About to leave school without a positive destination• School leavers without a positive destination• In low paid employment• At risk of redundancy• At risk of losing an apprenticeship• Leaving training, volunteering, college or university without a positive destination• Low skilled• Without qualifications at SCQF 5 or above• Underemployed <p>Local authorities are subject to the Public Sector Duty with regard to equalities, and this should be built on as required under the Equality Act.</p> <p>Specific priority will be given to those most at risk with multiple barriers to help support their engagement, participation and progression. There will also be an equalities focus to this funding and it will align with the Parental Employment Support Fund (to acknowledge the needs of young people who are pregnant / parents). The funding will support employers to create jobs, as well as supporting young people on their journey to employment and progression while in employment.</p> <p>There will be ongoing implementation of the following plans which will support equality commitments when creating opportunities:</p> <ul style="list-style-type: none">• Race Equality Action Plan• Gender Pay Gap Action Plan• Disability Employment Action Plan• 'the Promise'• Fair Work Action Plan• Future Skills Action Plan• Tackling Child Poverty Delivery Plan
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				<p>Working towards conclusions as a result from the most recent No One Left Behind EQIA and Job Start Payment EQIA will also help support young people who need it most.</p> <p>The SG will consider, as part of the spending review process for 2021/22, what further training opportunities can be provided to other delivery partners.</p>
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5. Enabling Activity

Activity	Delivery Partner(s)	Key Responsibilities	Key Outcomes	Equality Actions
5.1 Infrastructure, City Deal and Procurement	SG Local government	Promote the Guarantee in infrastructure, city deal and public procurement activity.	<p>Through engaging with this activity we will seek to measure how many additional opportunities are created for young people through infrastructure investments, city deals and other procurement. This activity should promote Fair Work, and have a positive social and environment impact.</p> <p>These opportunities will advance equality of opportunity to young people (particularly young intersectional people, young people from minority ethnic and minority racial groups, young disabled people, young women, and minority groups).</p>	<p>Engagement with this activity will seek to result in action that can support advancing equality of opportunity for young people with protected characteristics (particularly young women, young parents, young disabled people, young people from minority ethnic and minority racial groups). For instance, this could involve informing impact assessments relating to this activity. Delivery partners should consider how occupational segregation can be addressed as part of this.</p> <p>There are examples of local authorities using community benefit clauses to create opportunities for young care leavers. Further consideration will be given to how similar interventions can be used when promoting the Guarantee in this activity.</p>
5.2 Environmental Opportunities	SG	Develop proposals to provide young people with environmental related opportunities, including supporting the Green Jobs Fund.	<p>Through engaging with this activity we will seek to increase the number of high quality green employment opportunities created for young people.</p> <p>These opportunities will advance equality of opportunity to young people (particularly young intersectional people, young people from minority ethnic and minority racial groups, young disabled people,</p>	<p>Engagement with this activity will seek to result in action that can support advancing equality of opportunity for young people with protected characteristics (particularly young women, young parents, young disabled people, and young people from minority ethnic and minority racial groups). For instance, this could involve informing impact assessments relating to this activity. Special attention should be made to addressing occupation segregation.</p> <p>The Guarantee will also be part of the Climate Emergency Action Plan and SG officials will work to ensure that equalities considerations are taken into account.</p>

			young women, and minority groups).		
5.3	Investment Management	SG	<p>Work to ensure that investment management activity can support the aims of the Guarantee.</p>	<p>Through engaging with this activity we will seek that investment is made into supporting projects which lead to positive job creation for young people, and which also have a positive social and environmental impact (e.g. investment in social housing).</p> <p>These opportunities will advance equality of opportunity to young people (particularly young intersectional people, young people from minority ethnic and minority racial groups, young disabled people, young women, and minority groups).</p>	<p>Engagement with this activity will seek to result in action that can support advancing equality of opportunity for young people with protected characteristics (particularly young women, young parents, young disabled people, and young people from minority ethnic and minority racial groups). For instance, this could involve informing impact assessments relating to this activity. Special attention should be made to addressing occupation segregation.</p>
5.4	Health and Social Care Opportunities	SG	<p>Support young people's employment opportunities into the health and social care sector.</p> <p>The Fair Work in Social Care Implementation Group will consider careers pathways (including the Young Person's Guarantee) for social care workers.</p>	<p>Through engaging with this activity we will seek to measure how many additional and high quality health and social care opportunities are created for young people.</p> <p>These opportunities will advance equality of opportunity to young people (particularly young intersectional people, young people from minority ethnic and minority racial groups, young disabled people, young women, and minority groups).</p>	<p>Engagement with this activity will seek to result in action that can support advancing equality of opportunity for young people with protected characteristics (particularly young women, young parents, young disabled people, and young people from minority ethnic and minority racial groups). For instance, this could involve informing impact assessments relating to this activity. Special attention should be made to addressing occupation segregation, as evidence indicates that women are significantly more likely to be employed in care roles.</p> <p>The Guarantee will become a part of the Fair Work in Social Care Group, and will develop and implement proposals to embed fair work principles that will lead to better terms and conditions. This will aim to address undervaluation of social care work.</p>

		Further detail on this will be developed in their report by end of 2020.		
5.5	Public Sector Opportunities	SG Local government	Support young people's employment opportunities into the public sector. These opportunities will advance equality of opportunity to young people (particularly young intersectional people, young people from minority ethnic and minority racial groups, young disabled people, young women, and minority groups).	Through engaging with this activity we will seek to measure how many additional and high quality opportunities are created for young people in the public sector. The Scottish Government has further recently made commitments to advance equality of opportunity for minority ethnic people in public sector employment. These commitments will support young people from minority ethnic and minority racial groups in accessing and sustaining opportunities, and so will influence implementation of the Guarantee. Some of these commitments include: <ul style="list-style-type: none"> • Hosting a Public Sector Leadership Summit on race equality in employment (March 2021); • Seeking conformation from public sector leaders at the Summit on plans to publish policies on equal pay amongst its employees (including staff who fall into a minority ethnic group and those who do not); • Encouraging public authorities to commit to at least three actions as employers to promote race equality; • Commissioning a new training framework to shape guidance on optimum practice for race equality training; and, • Developing guidance on positive action public authorities can take as employers to advance equality of opportunity regarding race.



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