

<b>Equality Impact Assessment (EIA) SUMMARY (Publishing Form)</b>	
<b>Title of Policy/Function/Service:</b>	Work Opportunities Scheme Policy Employment Support Service
<b>Directorate/Department: Head of Service:</b>	Chief Executives Dept – Housing Strategy and Services Cathie Fancy
<b>Telephone No: Email Address:</b>	01835 824000
<b>Names/ Job titles of Assessors</b>	Bruce Brodie – Manager Employment Support Service Alasdair Scott – Senior Development Officer Employment Support Service Simone Doyle – Equalities and Diversity Officer (Human Resources)
<b>Summary of Policy / Service /Function aims:</b>	<p>Scottish Borders Council's (SBC) Work Opportunities Scheme Policy is designed to offer work opportunities, within SBC to improve the employment prospects of those furthest from the labour market including, young people, care leavers, people with mental health issues, those with disabilities or long term health conditions.</p> <p>This policy sets out the potential opportunities, both paid and unpaid, within SBC for work experience and job taster sessions, work placements (including industrial/academic placements), apprenticeships and traineeships, seasonal employment opportunities, paid work, graduate opportunities and Internships. All of the above can be with or without support depending on what is appropriate.</p>
<b>Strands Impacted:</b>  <b>Please note:</b> If you leave any box blank in this section you will have decided that your proposed service or function has no impact on that particular strand.	<p>Age <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Gender <input checked="" type="checkbox"/> Race <input checked="" type="checkbox"/> Religion or Belief <input checked="" type="checkbox"/></p> <p>Sexual Orientation <input checked="" type="checkbox"/> Poverty/Social Exclusion <input checked="" type="checkbox"/> Health <input checked="" type="checkbox"/></p> <p>On conducting this assessment, no negative impacts have been found. This Assessment considers that the practices and processes included with in this Policy should positively impact on <u>all</u> equality groups and is relevant to each element of the general duty.</p>
<b>Summary of key issues arising decisions made, and recommendations</b>	In accordance with SBC Policy this Policy will be reviewed in 2 years or as required by legislative requirements in order that the Policy remains relevant and fit for purpose.
<b>Agreed by Head of Service</b>	Name: Cathie Fancy Date: 2 <sup>nd</sup> Sept 2015

**We are required by law to publish our EIA findings. Fill out this section and published on the website under EIA downloads (If you require help please contact Corporate Communications).**

**If you would like a copy of the full EIA please contact the Council's equality officer: [rosie.kennedy@scotborders.gov.uk](mailto:rosie.kennedy@scotborders.gov.uk) who will arrange this for you.**

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