



Glasgow City Council
City Administration Committee

Item 2

24th March 2022

Report by Kevin Rush, Director of Regional Economic Growth

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Application for funding from Scottish Union for Supported Employment on behalf of the APT Public Social Partnership

Purpose of Report: To consider the allocation of grant funding the APT Public Social Partnership.

Recommendations:

It is recommended that the Committee:

- (a) Agree the grant funding application

Ward No(s):

Citywide: ✓

Local member(s) advised: Yes No consulted: Yes No

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1 INTRODUCTION

- 1.1 The Scottish Union of Supported Employment (SUSE) is the national representative body for supported employment providers and anyone interested in ensuring that disadvantaged people across our country have the opportunity of a working life. It brings organisations together to campaign, network, improve how services work and share experiences. Its aim is to support people with disadvantages to find and retain paid work by increasing the availability, quality and impact of supported employment services in Scotland.
- 1.2 SUSE is the lead partner in the APT Public Social Partnership (PSP) which has been commissioned by the Scottish Government. A PSP is a strategic partnering arrangement which gives the third sector the opportunity to design future public services by trying and piloting new ideas and approaches, and the APT PSP is a unique and forward-thinking initiative in the Scottish employability landscape.
- 1.3 The PSP's aim is to contribute to the ambition set by the Scottish Government in The Fairer Scotland for Disabled People - Employment Action Plan, to halve the Disability Employment Gap by 2038. This will be achieved by communicating and demonstrating the benefits of employing disabled people, by working in partnership with forward-thinking, inclusive and creative employers to raise their confidence and capacity to:
 - Increase the talent pool their vacancies reach
 - Create a workforce that reflects the diversity of their customers
 - Benefit from additional skills that are currently being missed
 - Reduce employee turnover, saving money on recruitment and training
 - Improve their corporate culture
 - Tackle the myths associated with recruiting disabled people
 - Easily implement reasonable adjustments
 - Become Diversity Champions
- 1.4 The driver for the policy is halving the Disability Employment Gap and includes three themes:
 - Supporting employers to recruit and retain disabled people
 - Supporting disabled people to enter work
 - Young people and transitions (Disabled young people have the second lowest employment rate of any age group and are more than twice as likely to be unemployed as non-disabled young people)
- 1.5 APT is currently partnering with 47 organisations and 40 employers from the private, public and third sectors across Scotland to provide enhanced and specialist support for disabled people.

2 PROPOSAL

- 2.1 It is proposed that Glasgow City Council, through Economic Development, and the APT PSP establish a formal partnership. The partnership would provide high level support to employers, so that they are more confident and better equipped to deliver quality experiences to disabled people. This would directly contribute the commitments in the new draft Economic Strategy for Glasgow.
- 2.2 APT has already developed, delivered and will evaluate a Supported Work Placement programme for disabled people in collaboration with established Third Sector/Supported Employment providers. This model enhances the standard, quantity and quality of work placements on offer to disabled people, ultimately improving the likelihood of paid employment.
- 2.3 APT delivery partners have an established reputation for supporting employers to understand disability at work; are credible; and can deliver work to agreed outcomes. They also have well-established plans in place to engage effectively with employers through face-to-face and/or digital consultation/implementation.
- 2.4 The programme with GCC will design and deliver training sessions, guidance and materials to support employers to inform, inspire and engage disabled people about the world of work. APT will work with Economic Development to identify employers, through both the Business and Employability teams. The GCC programme will support 10 Glasgow Employers and 100 of their employees, with programme deliverables including:
- Develop partnerships with key stakeholders including the Developing the Young Workforce co-ordinator, Local Employability Partnership, Education, Supported Employment providers and local employer networks
 - Delivery of a wide range of online disability awareness sessions to attract large numbers of employers
 - Identification of 10 employers to progress into comprehensive project collaboration
 - Establish working relationships with employers, built on mutual trust, confidentiality and professionalism
 - Completion of initial Employer Baseline Evaluation, highlighting current position, desired direction and areas of priority
 - Agree an Action Plan for implementation
 - Design and deliver unique programmes that will enhance each employer's engagement with disabled people and/or those with long-term health issues. Programmes will focus on areas such as Attract & Recruit, Retention, Underrepresented Groups and Transitions, depending on employer priorities
 - Consult with employers to report challenges, successes and sustainability plans.

Partner employers will be supported to:

- Complete an assessment of current practices including a review of the organisation's recruitment processes

- Complete an inclusion audit to better understand current staffing support needs
- Assess the workforce's current confidence around supporting disabled people into employment
- Broaden their awareness of how to deliver successful supported work opportunities
- Upskill staff to deliver supported work opportunities to success
- Consolidate learning and ensure a sustained practical impact by providing best practice guides and supporting tools
- Continue to work closely with Glasgow City Council leads and the Third Sector/Supported Employment Partners throughout the project period and beyond
- Join a 'community of practice' of employers to share experiences and offer guidance to each other.

This approach will improve opportunities for disabled people within Glasgow, achieved through working with leaders in key growth sectors such as retail, hospitality, creative industries, digital and financial/business services, with the ultimate goal of identifying the barriers to their recruitment and retention of disabled people.

- 2.5 In addition to the delivery outlined above, the APT PSP will also ensure that disabled people are consulted throughout the project and on future delivery, by involving workstream partners with lived experience, so their views, experiences and opinions continue to be at the heart of the project's activities.

3 FUNDING APPLICATION REQUEST

- 3.1 The sum requested by the APT PSP is £92,097 which covers staff time, employer training and travel expenses for 1 year from 1/4/22 until 31/3/23.
- 3.2 The service will not be sub-contracted or procured externally, but will be commissioned within the PSP. A project brief will be drawn up and this will be distributed to the project partners to allow them to submit a proposal to deliver the frontline aspects of this project on behalf of the PSP. This is a competitive process, with proposals evaluated and scored to an agreed timescale by a PSP panel.
- 3.3 The project will be monitored by SUSE throughout the 12 month period and beyond, to measure its impact. A dedicated member of staff will be identified to conduct an on-going 360 degree evaluation of the project's impact at each stage. This will include gathering evidence and data from employers, employees, the delivery agency and other stakeholders. Each employer will be supported to complete an extensive initial assessment that will be used to agree their development goals and action plans. SUSE will also develop a baseline for each employer that allows change and impact achieved over the life of the project to be measured, for example the number of applications submitted by disabled candidates for advertised vacancies at the start of the project, then tracked at 12 months and beyond. The action plan will be reviewed and updated

bi-monthly. This will offer a clear narrative of the actions delivered and the achievements when measured against the targets set. Data will be gathered at 6, 12 and 18 months, including case studies and examples of best practice.

- 3.4 To ensure that the benefits from the project will last in the long term and be sustainable beyond the GCC funding period, the employers worked with will get on-going support from the PSP after the life of the project and will have the opportunity to agree and take forward further development goals they have identified – this will probably be on a commercial basis if further grant funding is not secured. Secondly, the employers who participate will be early adopters of the PSP’s services in Glasgow and they will be supported to publicise their achievements as an example to others.
- 3.5 SUSE is managing the Disability Employment Gap Public Social Partnership and has extensive experience of managing such projects. This has provided services to 120 employers across Scotland including 40 who are named employer partners in their pilot projects. The PSP is a partnership of 47 organisations from all sectors and has developed a range of innovative pilot projects that have been researched, designed, commissioned, monitored and evaluated. Annual PSP funding is in the range of £350,000.

4 Policy and Resource Implications

Resource Implications:

<i>Financial:</i>	Funding for this proposal (£92,097) is sought from GCC in full
<i>Legal:</i>	A grant agreement will be required between both parties
<i>Personnel:</i>	Existing staff resources from within Economic Development will be allocated to work in partnership with the PSP on this project
<i>Procurement:</i>	N/A – see 3.2 above

Council Strategic Plan: A THRIVING ECONOMY

- A resilient, growing and diverse city economy where businesses thrive;
- The city and its citizens benefit from inclusive economic growth;
- More Glaswegians are in work or training

PRIORITIES

- No 1 – the delivery of the Glasgow Economic Strategy for 2016-23.

- No 6 – Support small businesses and encourage business diversity

Equality and Socio-Economic Impacts:

Does the proposal support the Council's Equality Outcomes 2017-22)

Yes, specifically through improving Economic Outcomes for People with Protected Characteristics.

What are the potential equality impacts as a result of this report?

Impact will be achieved by communicating and demonstrating the benefits of employing disabled people, by working in partnership with forward-thinking, inclusive and creative employers to raise their confidence and capacity to:

- Tackle the myths associated with recruiting disabled people
- Easily implement reasonable adjustments
- Become Diversity Champions

Disabled people in Glasgow will benefit economically due to changes in employer's recruitment practices, allowing for more employment opportunities

Please highlight if the policy/proposal will help address socio economic disadvantage.

In 2019, 49% of disabled people were in employment, compared to 81.6% of their non-disabled peers, resulting in a gap of 32.6 percentage points. The most recent data for 2020 suggests that the gap has increased to 33.7 percentage points due to the impact of COVID-19. This proposal will assist in reducing this gap.

Climate Impacts:

*Does the proposal support any Climate Plan actions?
Please specify:*

N/A

What are the potential climate impacts as a result of this proposal?

N/A

Will the proposal contribute to Glasgow's net zero carbon target? N/A

Privacy and Data Protection impacts: None

5 Recommendations

5.1 It is recommended that the Committee:

(a) Agree the grant funding application

AG
March 22