

TOOLKIT RESPONSE SUMMARY

ORGANISATION:

Perth & Kinross Council
2 High Street

Perth

USER: Ewan Bayne

USERS ROLE: Personnel Officer

CONTACT TEL:

INITIATIVE: Modern Apprentice Rates of Pay

RESPONSE ICON KEY

- No Response
- Don't know - it's not relevant/not applicable
- Don't know - even though it is relevant
- No - not at all true
- No - some truth, but a long way to go
- Mixed - partly true, but some way to go
- Yes - largely true, but still more to do
- Yes - completely true

MAIN SECTIONS RESPONSE SUMMARY

- Built Environment
- Climate Change
- Community
- Consumption & Production
- Culture & Recreation
- Economy
- Equality & Diversity
- Health & Well-Being
- Lifelong Learning
- Natural Environment
- Transport & Connectivity

Built Environment

1 Built Environment

The initiative will contribute towards a high quality, well-designed built environment that complements the distinctive and historic local character?

No – not at all true (negative impact likely)

Justification:

Not relevant to MA rates of pay

1.1 Historic Built Environment

The initiative will maintain or enhance the character of built heritage or a particular historical feature in the area?

No – not at all true (negative impact likely)

Justification:

Not relevant to Modern Apprenticeship rates of pay

1.2 Housing

The initiative will help to provide a sufficient range of (particularly affordable) housing that is well-designed and sustainable?

No – not at all true (negative impact likely)

Justification:

Not relevant to Modern Apprenticeship rates of pay

1.3 Identity and Character

The initiative will be well designed to support and enhance local distinctiveness whilst creating a "sense of place"?

No – not at all true (negative impact likely)

Justification:

Not relevant to Modern Apprenticeship rates of pay

1.4 Open Space

Will the initiative help to ensure that a wide range of accessible, attractive and safe open spaces are available to all?

No – not at all true (negative impact likely)

Justification:

Not relevant to Modern Apprenticeship rates of pay

Climate Change

2 Climate Change

The initiative will contribute towards tackling the causes and effects of climate change?

No – not at all true (negative impact likely)

Justification:

Not relevant to MA rates of pay

2.1 Adaptation

The initiative has taken account of potential changes brought about by climate change (for example, flooding, higher temperatures, heatwaves and more frequent storms)?

No – not at all true (negative impact likely)

Justification:

Not relevant to Modern Apprentice rates of pay

2.2 Greenhouse Gas Mitigation

The initiative will help to mitigate greenhouse gases?

No – not at all true (negative impact likely)

Justification:

Not relevant to Modern Apprentice rates of pay

Community

3 Community

The initiative will contribute towards encouraging vibrant and safe communities, where everyone has an opportunity to participate in community life and local decision-making?

No – not at all true (negative impact likely)

Justification:

Not relevant to MA rates of pay

3.1 Access to services

The initiative will improve and support access to jobs, services and amenities for the local community?

No – not at all true (negative impact likely)

Justification:

Not relevant to Modern Apprenticeship rates of pay

3.2 Community Safety

The initiative will contribute towards reducing crime, disorder and danger and support social cohesiveness?

No – not at all true (negative impact likely)

Justification:

Not relevant to Modern Apprenticeship rates of pay

3.3 Engagement

The initiative will seek to adequately engage with all members of the community in the decision-making process for the area through using VOICE?

No – not at all true (negative impact likely)

Justification:

Not relevant to Modern Apprenticeship rates of pay

3.4 Identity and Citizenship

The initiative will help support and enhance the local identity whilst promoting citizenship?

No – not at all true (negative impact likely)

Justification:

Not relevant to Modern Apprenticeship rates of pay

3.5 Social Inclusion

The initiative will promote social inclusion for all?

No – not at all true (negative impact likely)

Justification:

Not relevant to Modern Apprenticeship rates of pay

Consumption & Production

4 Consumption and Production

The initiative will promote more sustainable production and consumption of goods and services?

No – not at all true (negative impact likely)

Justification:

Not relevant to MA rates of pay

4.1 Energy

The initiative will help reduce energy consumption and promote energy efficiency?

No – not at all true (negative impact likely)

Justification:

Not relevant to Modern Apprentice rates of pay

4.2 Waste

The initiative will encourage the prevention, reduction, re-use, recovery or recycling of waste?

No – not at all true (negative impact likely)

Justification:

Not relevant to Modern Apprentice rates of pay

Culture & Recreation

5 Culture and Recreation

The initiative will support the promotion and enhancement of cultural and recreational opportunities for all?

— *No – not at all true (negative impact likely)*

Justification:

Not relevant to MA rates of pay

5.1 Cultural Heritage

The initiative will preserve, promote and enhance assets of local culture and heritage?

— *No – not at all true (negative impact likely)*

Justification:

Not relevant to Modern Apprentice rates of pay

5.2 Leisure, Sport and Recreation

The initiative will help provide, encourage and improve access to leisure, sports and recreational activities for all?

— *No – not at all true (negative impact likely)*

Justification:

Not relevant to Modern Apprentice rates of pay

Economy

6 Economy

The initiative will encourage sustainable economic growth?

No – not at all true (negative impact likely)

Justification:

Not relevant to MA rates of pay

6.1 Business

The initiative will encourage business creation and development?

No – not at all true (negative impact likely)

Justification:

Not relevant to Modern Apprenticeship rates of pay

6.2 Employment

The initiative will ensure a wide range of jobs are accessible to all communities and locations (particularly disadvantaged areas)?

No – not at all true (negative impact likely)

Justification:

Not relevant to Modern Apprenticeship rates of pay

6.3 Tourism

The initiative will help promote sustainable tourism for the area?

No – not at all true (negative impact likely)

Justification:

Not relevant to Modern Apprenticeship rates of pay

6.4 Well Skilled

The initiative will help to develop and improve people's skills?

No – not at all true (negative impact likely)


Justification:

Not relevant to Modern Apprenticeship rates of pay

Equality & Diversity

7 Equality and Diversity

The initiative, proposal or policy will promote equal access and inclusiveness for everyone?

 *No – not at all true (negative impact likely)*

Justification:


Modern Apprenticeships are for young people aged 16 to 19 and therefore the rates of pay in this proposal can only be aimed at this particular group. Modern Apprenticeships are entry level posts and the rate of pay offered reflects the experience and skills gap between MA's and an experienced employee. Posts are funded through Skills Development Scotland with funding targetted at the 16-19 age group.

Mitigation:

Rates of pay reflect at least national minimum wage levels and are in line with national guidelines on Modern Apprentices.

7.1 Age

The initiative, proposal or policy will not discriminate, directly or indirectly, against age groups of any range?

 *No – not at all true (negative impact likely)*

Mitigation:

Rates of pay reflect at least national minimum wage levels and are in line with national guidelines on Modern Apprentices.

Justification:

Modern Apprenticeships are for young people aged 16 to 19 and therefore the rates of pay in this proposal can only be aimed at this particular group. Modern Apprenticeships are entry level posts and the rate of pay offered reflects the experience and skills gap between MA's and an experienced employee. Posts are funded through Skills Development Scotland with funding targetted at the 16-19 age group.

7.2 Disability

The initiative, proposal or policy will not discriminate, directly or indirectly, against people with disability?

 *Yes – completely true*

Justification:

Selection and appointment to Modern Apprenticeships follows the Council's Recruitment & Selection Policy which guarantees interviews to applicants with a disability who meet the minimum criteria for the post.

7.3 Gender Reassignment

The initiative, proposal or policy will not discriminate, directly or indirectly, against people who choose not to live as their birth gender?

 *Yes – completely true*

Justification:

The Councils existing Recruitment & Selection policy addresses this in that the focus is on the knowledge and experience of the applicant not any other factors. Recruitment & Selection training will have been undertaken by at least the chair of any recruitment panel.

7.4 Marriage and Civil Partnership

The initiative, proposal or policy will not discriminate, directly or indirectly, against married people or civil (same sex) partners?

 *Yes – completely true*

Justification:

The Councils existing Recruitment & Selection policy addresses this in that the focus is on the knowledge and experience of the applicant not any other factors. Recruitment & Selection training will have been undertaken by at least the chair of any recruitment panel.

7.5 Pregnancy and Maternity

The initiative, proposal or policy will not discriminate, directly or indirectly, against pregnant women or who have recently given birth or breastfeeding?

 *Yes – completely true*

Justification:

Existing Council Policies address the rights which prgenant and breastfeeding women have.

7.6 Race

The initiative, proposal or policy will not discriminate, directly or indirectly, against any racial groups as recognised in the Equality Act 2010?

+ *Yes – completely true*

Justification:

Existing Council Policies address the requirements of the Equalities Act.

7.7 Religion or Belief

The initiative, proposal or policy will not discriminate, directly or indirectly, against any religion, religious belief or philosophy as recognised in the Equality Act 2010 and the courts?

+ *Yes – completely true*

Justification:

Existing Council Policies address the requirements of the Equalities Act.

7.8 Sex

The initiative, proposal or policy will not discriminate, directly or indirectly, against either men or women?

+ *Yes – completely true*

Justification:

Rates of pay are fixed with no discretion available on appointment. Rates of pay on appointment are the same across all Modern apprenticeships

7.9 Sexual Orientation

The initiative, proposal or policy will not discriminate, directly or indirectly, against Lesbian, Gay, Bisexual (LGB) or heterosexual/straight people?

+ *Yes – completely true*

Justification:

Existing Council Policies address the requirements of the Equalities Act.

Health & Well-Being

8 Health and Well-being

The initiative will improve health (including mental health) and well-being and improve access to health care for all?

No – not at all true (negative impact likely)

Justification:

Not relevant to MA rates of pay

8.1 Lifestyle

The initiative will promote opportunities for gaining knowledge of and achieving a healthier lifestyle?

No – not at all true (negative impact likely)

Justification:

Not relevant to MA rates of pay

8.2 Physical Environment

The initiative will help to create a healthier physical environment for all?

No – not at all true (negative impact likely)

Justification:

Not relevant to MA rates of pay

8.3 Social Environment

The initiative will help to create a healthier social environment for all?

No – not at all true (negative impact likely)

Justification:

Not relevant to MA rates of pay

Lifelong Learning

9 Lifelong learning

The initiative will promote opportunities for lifelong learning?

No – not at all true (negative impact likely)

Justification:

Not relevant to MA rates of pay

9.1 Community Learning and Development

The initiative will provide opportunity for community learning and development?

No – not at all true (negative impact likely)

Justification:

Not relevant to MA rates of pay

9.2 Formal learning

The initiative will provide opportunity for children and young people to improve their attainment and achievement?

No – not at all true (negative impact likely)

Justification:

Not relevant to MA rates of pay

Natural Environment

10 Natural Environment

The initiative will contribute towards protecting and improving the natural environment within the area?

No – not at all true (negative impact likely)

Justification:

Not relevant to MA rates of pay

10.1 Air, Water and Land Quality

The initiative will protect and enhance the quality of the area`s air, water and land?

No – not at all true (negative impact likely)

Justification:

Not relevant to MA rates of pay

10.2 Biodiversity

The project or proposal will protect, enhance and manage the area`s biodiversity?

No – not at all true (negative impact likely)

Justification:

Not relevant to MA rates of pay

10.3 Historic Natural Environment

The initiative will protect, enhance and manage the area`s historic natural environment?

No – not at all true (negative impact likely)

Justification:

Not relevant to MA rates of pay

10.4 Landscape, Geology and Soils

The initiative will protect, enhance and manage the area`s natural landscape, geology and soils?

No – not at all true (negative impact likely)

Justification:

Not relevant to MA rates of pay

Transport & Connectivity

11 Transport and Connectivity

The initiative will contribute towards providing accessible and appropriate transport services and communication, linking people to jobs, schools, health and other services?

No – not at all true (negative impact likely)

Justification:

Not relevant to MA rates of pay

11.1 Accessibility and Connectivity

The initiative provides and supports adequate and accessible transport provision for everyone?

No – not at all true (negative impact likely)

Justification:

Not relevant to MA rates of pay

11.2 Sustainable Transport

The initiative supports and encourages the provision of sustainable modes of transport?

No – not at all true (negative impact likely)

Justification:

Not relevant to MA rates of pay