

Partnership Action for Continuing Employment



Introduction to the
PACE Partnership

Helpline
0800 917 8000
redundancyscotland.co.uk



Introduction

Partnership Action for Continuing Employment (PACE), plays an important role in the Government's Economic Strategy, particularly around providing support to individuals facing redundancy situations.

Through providing skills development and employability support, PACE aims to minimise the time people affected by redundancy are out of work and to maximise opportunities for them to secure good jobs. Working together as the PACE Partnership, the Scottish Government, together with the PACE Member organisations,

oversees a continuous improvement programme to enhance the operation of PACE to ensure individuals receive the maximum support possible. The commitment, roles and contributions of the PACE Partners are set out in this leaflet.

PACE Partnership Pledge

As representatives of our organisations, we commit to participating in the work of the PACE Partnership to ensure that Scotland's people who are affected by redundancy are in the strongest possible position going forward.



Acas Scotland

Acas is an independent public body that provides free and impartial advice to employees, employers and their representatives on:

- employment rights
- best practice
- resolving workplace conflict

Acas supports and promotes PACE through our website, helpline and training programmes by signposting individuals and organisations to the appropriate guidance and advice available.

[acas.org.uk](https://www.acas.org.uk)

Business Gateway (COSLA)

Business Gateway is a publicly funded service contributing to the economic wellbeing of Scotland by providing access to free business support services and is delivered by local authorities. With strong partnerships to help deliver the best advice and support to Scottish businesses we offer a range of professional resources, support and tools. This includes start-up support for people facing redundancy.



[bgateway.com](https://www.bgateway.com)



CBI Scotland

CBI Scotland is an independent membership organisation that speaks on behalf of businesses of all sizes and from all sectors. We support the work of PACE through raising awareness of the advice and support services it provides among employers and providing feedback from businesses to inform PACE activity.

[cbi.org.uk](https://www.cbi.org.uk)



CIPD

The CIPD is the professional body for HR and people development. As a not-for-profit organisation, our primary purpose is to champion better work and working lives. We support PACE through our network of 11,000 people professionals spread across the public, private and third sectors and across businesses of all sizes.

cipd.co.uk

Citizens Advice Scotland

Citizens Advice Scotland and our 59 member bureaux together form Scotland's largest independent advice network. Advice provided by our service is free, independent, confidential, impartial and available to everyone.



Common areas of inquiry include: benefits, debt and money advice, income maximisation, work-related problems including dismissal and redundancy, and housing. Many bureaux have specialist advisers with expert knowledge in particular areas.

cas.org.uk



Colleges Scotland

The services delivered by PACE Partners play a crucial role by retaining capable people in the workforce, and Scotland's colleges remain committed to continuing this successful partnership approach.

Colleges have a vital part to play as part of this PACE activity through their role in reskilling and upskilling on a flexible basis in communities across Scotland, supporting individual employment and wider inclusive economic growth.

collegesscotland.ac.uk



Department for Work & Pensions

DWP

Department for Work and Pensions can provide support and advice to both employers and employees through its Rapid Response Service which is delivered through PACE.

Support includes:

- helping people facing redundancy to write CVs and find jobs
- providing information about benefits
- helping people to find the right training and learn new skills
- helping with costs like travelling to work expenses.

gov.uk/government/organisations/department-for-work-pensions

Federation of Small Businesses

The Federation of Small Businesses (FSB) exists to help smaller businesses survive through these difficult times and ultimately achieve their ambitions. It is a strong advocate on behalf of small businesses and the self-employed and provides support, advice and practical solutions to its community of members.



FSB works with PACE to help those small businesses facing difficult times manage redundancy effectively and highlight paths into self-employment.

fsb.org.uk



Highlands and Islands Enterprise

Highlands and Islands Enterprise (HIE) is the Scottish Government's economic and community development agency for the north and west of Scotland. HIE's role is to lead regional growth and development in line with Scotland's Economic Strategy, improving competitiveness and building a fairer society across the Highlands and Islands.

We help build successful businesses, social enterprises and resilient communities; support the growth of industry sectors and invest in the strategic interventions which create the conditions for a competitive region. We provide a high-level commitment to delivering PACE support when required, as part of HIE's resilience activity.

hie.co.uk

HMRC

HMRC collects the money that pays for the UK's public services and help families and individuals with targeted financial support.



We administer payments such as Tax Credits, Child Benefit, Statutory Sick Pay and Statutory Maternity Pay, along with enforcement of National Minimum Wage.

As a PACE Partner, we can provide advice and support on a range of business taxes, duties and national insurance, for both employment and self-employment.

gov.uk/government/organisations/hm-revenue-customs



ICAS

ICAS supports PACE to promote the assistance available to individuals and employers at times of redundancy. Chartered Accountants and insolvency practitioners are trusted advisors to business and at the front line of supporting employees through redundancy when a business faces financial distress.

[icas.com](https://www.icas.com)

Public Health Scotland

Public Health Scotland (PHS) is a supporting partner of PACE and its work. PHS strives through its six public health priorities to make Scotland a place where everybody thrives. The focus of our work will be on supporting the mental health and wellbeing of PACE customers during their journey through the service. We will identify effective referral pathways into appropriate services and support PACE Partners to provide a person-centred service.



[publichealthscotland.scot](https://www.publichealthscotland.scot)



R3

The insolvency and restructuring profession in Scotland plays an important role in helping companies and individuals to resolve financial distress. As the trade body for the profession, R3 looks to work with public and private organisations, government and other stakeholders, to help ensure that our members are best able to carry out this sensitive work to the benefit of employees, creditors, and the wider economy.

[r3.org.uk](https://www.r3.org.uk)



Scottish Chambers of Commerce

Scottish Chambers of Commerce (SCC) comprises a network of 30 local Chambers of Commerce, representing more than 12,000 companies across Scotland. SCC has committed to the PACE Pledge to ensure businesses and employees are supported with the advice, information and support they need if faced with redundancy.

scottishchambers.org.uk

Scottish Council for Voluntary Organisations

The Scottish Council for Voluntary Organisations (SCVO) is the national membership body for Scotland's voluntary sector. As a new member of PACE, we are keen to raise awareness of the Partnership and to enhance its work by highlighting the role of the sector as an employer as well as a service provider.



scvo.scot



Scottish Enterprise

Scottish Enterprise (SE) is Scotland's national economic development agency. To deliver a significant, lasting effect on the Scottish economy, we work with partners in the public and private sectors to find and realise opportunities for business resilience and economic growth.

SE strongly supports the PACE Partnership. We provide wraparound business support to companies across Scotland. Our Business Resilience team provides advice and turnaround support to those businesses facing challenges which might impact on jobs. The strength of SE's partnership with PACE enables better connections to be made between businesses looking to hire new people and those making redundancies.

scottish-enterprise.com



Scottish Funding Council

The Scottish Funding Council (SFC) is proud to be a PACE Partner. We fund, monitor and develop the Flexible Workforce Development Fund for colleges, the Upskilling Fund for universities and part of the Transition Training Fund so people can upskill and reskill to help them to find new and good work.

sfc.ac.uk

Scottish Local Authorities' Economic Development Group

The Scottish Local Authorities' Economic Development (SLAED) Group is the professional network for economic development officers from across Scotland's 32 local authorities.



SLAED is a forum for representing, supporting, promoting and further developing the vital role played by local authorities in contributing to the development of Scotland's economy supporting both individuals and businesses.

SLAED fully supports the ethos of the PACE Partnership and will continue to participate and support its endeavours to ensure Scotland and its people are ready for the future.

slaed.org.uk



Scottish Training Federation

The Scottish Training Federation (STF) represents over 140 training providers operating in the field of work-based training across Scotland.

STF members comprise a broad mix of independent training providers, group training associations, colleges and local authority training departments and cover a wide range of occupational areas, from traditional craft apprenticeships through to service sector occupations.

STF is committed to supporting PACE activities and objectives via the engagement of its members.

stf.org.uk

Skills Development Scotland

Skills Development Scotland (SDS) is Scotland's national skills body. We contribute to Scotland's economic growth by supporting people and businesses to develop and apply their skills. We work with partners to provide services that deliver the best outcomes for Scotland's people, businesses and the economy.

SDS leads on the delivery of PACE, providing impartial advice and guidance on next steps following redundancy, including searching and applying for jobs, writing CVs and preparing for interviews.

skillsdevelopmentscotland.co.uk

South of Scotland Enterprise

The South of Scotland Enterprise (SOSE) is driven and informed by its 'place-based' approach; and will seek to provide tailored support to meet the needs of businesses in distress in the South of Scotland. The key drivers will be to sustain employment and support pivotal businesses. Working with local PACE Partners, SOSE will use local intelligence to identify businesses which may be in distress and require additional support.



SOSE will use its growing team of staff, enhanced by internal and external specialists as required, to take a team approach to working with a business or social enterprise considered to be in distress and pivotal in its community or sector.

southofscotlandenterprise.com

SQA

SQA is the national awarding body in Scotland. We provide credible recognition of skills and knowledge through qualifications to support choice and progression in life and work. SQA supports PACE with its breadth of provision that is flexible enough to suit different learning styles and different employers' needs.



sqa.org.uk



STUC

The Scottish Trades Union Congress (STUC) is the national trade union centre in Scotland. With 40 affiliated unions, the STUC represents over 540,000 trade unionists. Our purpose is to coordinate, develop and articulate the views and policies of the trade union movement in Scotland, and to promote trade unionism, equality and social justice, creation and maintenance of high quality jobs, and the public sector delivery of services.

stuc.org.uk

Universities Scotland

Universities Scotland is proud to support PACE. As we face up to the increasing challenges the pandemic is creating for individuals and the economy, higher education will be a key part of the solution. Universities will provide crucial high-level opportunities for people to develop new skills and aptitudes for the jobs of the future.



universities-scotland.ac.uk

Helpline
0800 917 8000
redundancyscotland.co.uk

