

Ethnic Intersectionality Incentive (EII)

Recruitment incentive pilot

Application Form 2022/23

Note to Training Providers:

Sections A and B of this form must be printed out, completed and signed by the Provider and the Apprentice applicant. Scan and password protect the form before emailing to SDS; store securely pending a decision. Once a decision is communicated to you securely dispose of the application form.

Introduction

Skills Development Scotland are piloting a recruitment incentive to support entry to the MA programme for individuals from Black, Asian and Minority Ethnic communities who have further barriers to entry to the MA programme. This is one of the measures aimed at tackling under representation from those with protected characteristics and acknowledges the disadvantage of those with more than one protected characteristics. (*The 9 protected characteristics: disability, sex, race, religion or belief, sexual orientation, gender reassignment, pregnancy and maternity, age, marriage and civil partnership*).

SDS recognises that using umbrella terms such as 'Black, Asian and Minority Ethnic (BAME) can cause issues. When analysing data on participation in apprenticeships, we must be able to draw from a robust sample size. SDS defines BAME groups as: Mixed or Multiple Ethnic Groups, Asian, Asian Scottish or Asian British, African, Caribbean or Black and Other Ethnic Background. SDS defines Non-Ethnic and Non-Visible Ethnicity group as White – Scottish, White – Other British, White – Irish, White – Polish, White – Gypsy/Traveller and White – Other. Terms used by other organisations include BME and Minority ethnic. We recognise that the use of the term BAME is not ideal. However, this project aims to be inclusive of the many diverse groups that come from non-white ethnic groups.

All personal information submitted through this form will be kept in line with the General Data Protection Regulation. We collect and process this information as part of our public task to deliver training programmes to aid individuals in developing their skills and finding

employment opportunities. For further information on how we handle personal information, please visit our privacy policy at:

www.skillsdevelopmentscotland.co.uk/about/policies/privacy

Section A

To be completed by the Provider

Training Provider			
MA Framework and SCQF Level			
Location			
Provider contact		Tel or mobile E mail	
Participant name		Participant postcode	
Participant NI no		Participant gender	
Age (please tick)	16-19	20-24	25+
Start date on MA or planned start date		Comment	
Signed		Date	
Print name		Job title	

Evaluation of Ethnic Intersectionality Incentive

This funding is being piloted as one measure to diversify participation in Scottish Apprenticeships. We evaluate all pilots to help identify the following: impactful measures, good practice, case studies and recommendations for future development.

The Equality Team will contact you as part of this evaluation. We are keen to identify any actions that were required to recruit or prepare these apprentices such as:

- Was recruitment done differently? With community partners or venues? Outreach? Translated materials?
- Was additional support for apprentices required prior to starting? Such as: ESOL support; confidence building; understanding application processes; development of

new materials; additional staff training to support the apprentice's needs; support to your associated employer.

- Did the incentive make a difference to the recruitment of the apprentice in your opinion?

I agree to SDS contacting us to evaluate this incentive. Please retain relevant information until the end of the delivery year ending April 1st 2023 or for up to 6 months after the individual completed/left the programme which ever is the longer period.

Provider Signature	
Print Name	
Date	

Section B

To be completed by the candidate (Please read the criteria)

Name:

Preferred title:

(Eg Ms, Mr, Mx, Mrs other)

I have read the criteria and confirm that I consider myself eligible as:

1. **I identify as being from one of the communities listed below. YES/NO** Please tick one box

Asian, includes Asian Scottish and Asian British	
Pakistani	
Indian	
Bangladeshi	
Chinese	
Other Asian Background	
Black, includes Black Scottish & Black British	

African	
Caribbean	
Other black background	
Mixed ethnic background	
Prefer not to say	

2. Please tick each statement below that applies to you.

My first language is a language other than English and I require ESOL support	
My participation in the labour market was disrupted and/or delayed due to parenthood and/or childcare responsibilities	
I hold refugee status	
My highest qualification is lower than National 4 or equivalent	
I have caring responsibilities for a vulnerable or disabled person	
I have been unemployed for longer than 6 months before starting apprenticeship (unemployed includes voluntary work or zero hours contract)	
I identify as LGBTI+	
I am care experienced. (Care experienced means you are or were formally looked after by a local authority, in the family home (with support from social services or a social worker) or elsewhere, for example, in foster care, residential/secure care, or kinship care (with family friends or relatives)	
I am disabled/ have additional support needs	

3. Please detail in the box below any other barriers to work that you feel may be relevant in this case.

e.g. Top 30% SIMD (*You live in the top 30% of most deprived areas in Scotland*)

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What will happen to the information you have provided?

The completed forms will be used to decide on the payment of the EII incentive by SDS. SDS wishes to evaluate the pilot therefore you may be contacted by SDS staff to gain your feedback and views however any information published will be anonymised to protect confidentiality.

If you complete and sign this form, the information contained in the form may be disclosed to SDS (and/or its agents), the Scottish Government, and any other formally appointed public authority auditors to verify any claim from your training provider for an incentive, and for audit purposes.

Participant Signature	
Print Name	
Date	

The Equality team can also be contacted for help and advice to support you and the Apprentice to complete this form or to discuss the Ethnic Intersectionality Incentive (EII), at Equality.Apprenticeships@sds.co.uk .