

Integrated impact assessment (IIA) Template

Complete as a record of your assessment.

Read the IIA guidance before completing this template.

Title of proposal
The Edinburgh Fair Work Charter
Purpose of proposed work
The development of a fair work charter for Edinburgh aims to create a tool that can be used locally with employers to raise employment standards and address challenges such as in work poverty, low-income security, and poor working conditions.
Lead officer, name, job title, service and department
Chris Adams, Strategy Manager, City Strategies, Strategy
Additional colleagues: name, job title, service and department
Kyle Drummond, Programme Development Officer, Development and Regeneration, Place Amanda Edwards, Business Growth and Inclusion Contracts and Programme Manager, Business Growth and Inclusion, Place Brian Robertson, Secretary, Unite the Union City of Edinburgh Council Branch Philip Ritchie, Business Growth and Inclusion Contracts and Programme Manager, Business Growth and Inclusion, Place Neil Jamieson, Head of Customer Services, Corporate Services, Customer and Corporate Services Bria Clegg, Senior Policy and Insight Officer (CWB), City Strategies, Strategy
Date
20/07/2026
Briefly describe public involvement in this proposal to date and planned
A public consultation was carried out in summer 2025. This involved a survey on the consultation hub and in-person workshops.

Impacts

1 Equality impacts

We want to ensure our proposals are fair for everyone. Consider potential positive and negative impacts of your proposal on groups/people with [protected characteristics](#). Assessment of impact means we consider the needs of everyone with an “intersectional lens.” This means looking at the impact that different protected characteristics and other factors can have on people.

Consider if your proposal will help:

- prevent discrimination
- advance equal opportunities by reducing disadvantage and meeting different needs, and
- foster good relations by encouraging inclusion and understanding.

Consider if your proposal could impact on groups/people with protected characteristics. Tick all that apply

	Negative impact	Positive impact	No impact
1. Age		✓	
2. Disability		✓	
3. Gender reassignment		✓	
4. Marriage and civil partnership		✓	
5. Pregnancy and maternity		✓	
6. Race		✓	
7. Religion or belief		✓	
8. Sex		✓	
9. Sexual orientation		✓	
10. Care experienced children and young people		✓	

Use the text box below to describe the differential impacts you have identified on each of the groups/people with protected characteristics. Consider any intersectional impacts.

Evidence suggests that groups/people with protected characteristics are more likely to work in lower paid sectors, experience low pay and insecure employment, and face discrimination in the workplace. As a result, the Fair Work Charter will likely have a greater positive impact on these groups as it will encourage inclusion and raise employment standards.

Findings from the consultation and engagement work were broadly positive. The commitments that the Charter puts in place around supporting people with disabilities and removing barriers to employment for those with protected characteristics were welcomed by respondents.

There is a risk that implementing fair work practices will reduce the number of employment opportunities available due to the increased costs involved. However, the likelihood of this is low as the Charter is not mandatory and does not require additional costs for completion.

Evidence

Use the text box below to summarise what evidence you have used to inform this IIA. Where possible, include links if the documents are published. Show how you have used your evidence in making your assessment of potential impacts.

Example: A proposal to increase charges will impact women more than men as we know women are more likely to be vulnerable to poverty. The [Gendered Nature of Poverty briefing note](#) provides an overview of this issue and why it matters.

Evidence could include the results of any relevant consultation/engagement. If further evidence is required, please note how it will be gathered.

Sex

- Gender pay gap – Average hourly pay 2025 (excluding overtime) is £23.91 for male full-time workers and £21.14 for female full-time workers. ([Labour Market Profile](#), Nomis)
- The employment rate for men in Scotland has been consistently above the employment rate for women in Scotland. The gap had typically been narrowing over time, but has widened since October 2021 to September 2022 ([Scotland's Labour Market Insights](#), Scottish Government, 2026).
- Gross median weekly earnings for full-time men in Scotland have consistently been above the earnings for women in Scotland. In nominal terms, median gross full-time weekly earnings for women increased by 3.3% over the year to £724.50, compared with an increase of 5.8% for men to £810.80. In real terms, median gross full-time weekly earnings for women decreased by 0.8% over the year, compared with an increase of 1.5% for men ([Scotland's Labour Market Insights](#), Scottish Government, 2026).

Disability

- Consultation and engagement highlighted that workers with a disability are disproportionately impacted by insecure contracts and low pay.
- One of the main reasons for being economically inactive in Edinburgh is being long-term sick (21.6%) ([Edinburgh by Numbers](#), The City of Edinburgh Council, 2025).
- In Scotland in January to December 2024 the employment rate for disabled people aged 16-64 was estimated at 51.4%. The Disability Employment Gap (DEG) reports the difference between rates of employment for disabled people and people without disabilities. Over the longer term, the disability employment rate gap has narrowed from 37.4 percentage points in 2016 to 31.5 percentage points in 2024 ([Inequalities and challenges experienced by disabled people in Scotland: evidence review](#), Scottish Government, 2026).
- Scottish Parliament Information Centre (SPICe) published a briefing in 2024 on the declining disability employment gap in Scotland and noted that this is less of a decline than expected, however this may be due to an increase in disability in workers already employed rather than more disabled people entering the workforce. This briefing suggests that there is a particular increase in workers reporting mental health related disabilities and learning difficulties. The SPICe briefing also highlighted that disabled workers are disproportionately more likely to work in education, retail and health and social work compared to people without disabilities. ([Inequalities and challenges experienced by disabled people in Scotland: evidence review](#), Scottish Government, 2026).
- The Disability Pay Gap measures the difference in income between disabled and non-disabled people and provides an insight into pay inequality. In the year July 2023 to June 2024, the Trade Union Congress (TUC) found that, across the UK, disabled employees earned £2.35 per hour less than non-disabled employees.

The TUC reported that the median hourly pay for disabled employees was £13.68 compared to £16.03 for non-disabled employees which means that on average disabled people earned 17.2% less than non-disabled people in 2023-2024. The disability pay gap also intersects with the gender pay gap as disabled women earned £4.05 less than non-disabled men in 2023-2024. ([Inequalities and challenges experienced by disabled people in Scotland: evidence review](#), Scottish Government, 2026).

- The TUC conducted another survey in 2025 exploring 1,000 disabled workers experiences of bullying, harassment and discrimination in the workplace^[44]. The report showed that 49% of participants reported experiences of bullying and harassment in the last year alone. ([Inequalities and challenges experienced by disabled people in Scotland: evidence review](#), Scottish Government, 2026).

Age

- Consultation and engagement highlighted that young people are facing greater challenges in finding employment.
- Employment in Scotland varies by age group. As may be expected, younger and older age groups have lower employment rates. The employment rate for 16 to 24 year olds has been consistently lower than the employment rate for any other age group since October 2006 to September 2007. This is due to higher numbers of people aged 16 to 24 being in education and therefore economically inactive. ([Scotland's Labour Market Insights](#), Scottish Government, 2026).

Please record any mitigating actions for any negative impacts identified, at Section 10 of this template

2 Human Rights impacts

The Council must act compatibly with Human Rights legislation. Think about what kind of impact the proposal may have on people in terms of [Human Rights](#). Use the text box below to describe which Human Rights Articles are relevant, which groups are affected and what the potential impacts are.

The Edinburgh Fair Work Charter is unlikely to have any material impacts on Human Rights as upholding these rights is part of the legal obligations of employers.

The charter may have an indirect positive impact on Human Rights by encouraging recognition of trade unions. This increases worker voice and influence in the workplace and ensures that safety standards are met within workplaces.

Evidence

Use the text box below to summarise what evidence you have used to inform this IIA. Where possible, include links if the documents are published. Show how you have used your evidence in making your assessment of potential impacts.

Evidence could include the results of any relevant consultation/engagement. If further evidence is required, please note how it will be gathered.

The charter will have no material impacts on Human Rights.

Please record any mitigating actions for any negative impacts identified, at Section 10 of this template

3 Children's Rights impacts

The Council must act compatibly with Children's Rights legislation. Think about what kind of impact the proposal may have on children and young people in terms of [Children's Rights](#). Use the text box below to describe which Children's Rights Articles are relevant, which groups are affected and what the potential impacts are.

The Edinburgh Fair Work Charter may bring an indirect positive impact on Children's Rights in terms of the right to a standard of living adequate for their development. The charter aims to increase access to work that is secure and fairly paid. This could increase pay from employment for parents and reduce the number of children growing up in poverty in the city.

Evidence

Use the text box below to summarise what evidence you have used to inform this IIA. Where possible, include links if the documents are published. Show how you have used your evidence in making your assessment of potential impacts.

Evidence could include the results of any relevant consultation/engagement. If further evidence is required, please note how it will be gathered.

No significant impact from proposal.

Please record any mitigating actions for any negative impacts identified, at Section 10 of this template

4 Socio-economic disadvantage impacts

The Council has a duty to consider how it can reduce inequalities of outcome caused by [socio-economic disadvantage](#), when making strategic decisions. However, to support the Council's Business Plan priorities, the Council considers it best practice to consider the potential impact that all relevant proposals may have on people experiencing socio- economic disadvantage and how inequalities of outcome can be reduced.

Consider if your proposal could impact on any of the below groups? Tick all that apply.

	Negative impact	Positive impact	No impact
Low income – cannot afford to maintain regular payments such as bills, food, clothing		✓	
Low/no wealth – enough money to meet basic living costs and pay bills but have no savings to deal with unexpected spends and no provision for the future		✓	
Material deprivation – being unable to access basic goods and services, ie home contents insurance, repair/replace broken electrical goods, warm winter coat		✓	
Area deprivation (including communities of interest and communities of place) – where you live, where you work, visit or spend a continuous amount of time can all have an impact ie rural areas, accessibility of transport, education and employment impact, people who have experienced homelessness and/or the asylum system, those who share an identity and/or protected characteristic			✓
Socio-economic background – disadvantage that can arise from parents' education, employment and income, social class in other words.		✓	

Use the text box below to describe the impacts you have identified on each of the groups above, and how you can reduce inequalities of outcome?

The consultation highlighted that the emphasis on fair pay (Living Wage), secure hours (Living Hours) and pay transparency could have a positive impact and could reduce socio-economic disadvantage.

The charter seeks to raise employment standards and reduce levels of in-work poverty in the city. This could reduce experiences of low income, low/no wealth, and material deprivation by ensuring that those who are able to work earn enough to live on. The charter also promotes inclusion and equal opportunities, this could have a positive impact on those who face disadvantage due to their socio-economic background by removing barriers to accessing employment.

The consultation did raise that the charter is only applicable to employees rather than those who are self-employed. Those who are self-employed can face higher risks of low pay and insecure employment; this is particularly the case for gig workers and delivery riders. This would mean that the charter would have limited impacts on socio-economic disadvantage for these workers.

Evidence

Use the text box below to summarise what evidence you have used to inform this IIA. Where possible, include links if the documents are published. Show how you have used your evidence in making your assessment of potential impacts.

Evidence could include the results of any relevant consultation/engagement. If further evidence is required, please note how it will be gathered.

Levels of in-work poverty in Edinburgh

- In 2024, 17% of people in Edinburgh were living in poverty. 61% of people living in poverty are in a household where at least one adult is working. 15,000 people in Edinburgh are in work but still depend on Universal Credit to top up their income. ([2025 Update – Actions to End Poverty in Edinburgh](#), the Edinburgh Poverty Commission, 2025)
- Children of young mothers or single parents are less likely to live in a working household in the UK ([Tackling child poverty priority families overview](#), Scottish Government, 2026).
- The poverty risk in working households is higher for children in minority ethnic households, households with 3 or more children, or households with young mothers in the UK ([Tackling child poverty priority families overview](#), Scottish Government, 2026).

Low pay in Edinburgh

- 7.8% of people earning less than the real living wage in Edinburgh in 2024/25 ([Local Government Benchmarking Framework](#), the Improvement Service, 2025)
- Concentration of employment in low paid sectors - 9% of employee jobs are in wholesale and retail trade; repair of motor vehicles and motorcycles, 9.8% are in accommodation and food service activities, 15.2% in human health and social work activities, and 10.1% in education ([Labour Market Profile](#), Nomis). The Low Paying Sectors review suggests that childcare, education, healthcare, hospitality, retail, and social care are low paying industries/occupations ([Low Pay Commission](#), UK Government, 2023).

The consultation highlighted concerns that the charter does not apply to self-employed workers who are often more at risk of insecure and low paid work.

Please record any mitigating actions for any negative impacts identified, at Section 10 of this template.

5 Climate and nature impacts

The Council has a [duty](#) to reduce greenhouse gas emissions, adapt to the impacts of climate change, incorporate the principles of sustainability into decisions and actions, and ensure a just transition (just transition only applies to climate mitigation or adaption projects).

Consider if your proposal could impact on any of the below? Tick all that apply.

	Negative impact	Positive impact	No impact
Climate Mitigation - opportunities to reduce greenhouse gas emissions			✓
Climate Adaptation - opportunities to prepare for future changes in our climate			✓
Just Transition – opportunities to ensure a fair shift to a low carbon economy that doesn't disadvantage people or increase inequality		✓	
Nature Recovery Impacts			✓
Overall Sustainability			✓

Use the text box below to describe the impacts you have identified on each of the sections above and then consider how you can reduce greenhouse gas emissions, adapt to the impacts of climate change, incorporate the principles of sustainability into decisions and actions, and ensure a just transition. Also consider any cumulative effects of climate change on people.

The charter will have no material impacts on emissions, sustainability or adaptation to the impacts of climate. It may support a just transition in the city by reducing in-work poverty and socio-economic disadvantage.

Use the text box below to describe the impacts you have identified on nature.

The charter will have no material impacts on nature.

Evidence

Use the text box below to summarise what evidence you have used to inform this IIA. Where possible, include links if the documents are published. Show how you have used your evidence in making your assessment of potential impacts.

Evidence could include the results of any relevant consultation/engagement. If further evidence is required, please note how it will be gathered.

No significant impact on climate and nature.

Please record any mitigating actions for any negative impacts identified, at Section 10 of this template

6 Strategic Environment Assessment (SEA)

Could your proposal result in significant environmental effects? If yes, you may need to complete a Strategic Environment Assessment? Information is available on the [Scottish Government SEA website](#).

Yes

No

7 Consumer Duty

The Council has a duty to consider consumers' interests when making strategic decisions. If this applies to your proposal, you may need to complete a [consumer duty impact assessment](#). Information is available on the [Consumer Scotland website](#).

Yes

No

8 Communications

Record how you will communicate information about this proposal change to those with different communication needs using [inclusive communications guidance and resources](#).

The Edinburgh Fair Work Charter will be available as an online, written resource for employers. A translation service link will be added to this document so that businesses and workers can request the resource in different languages.

9 Contractors

Is any part of this proposal to be carried out wholly or partly by contractors and if so, how will equality, human rights, children's rights and climate and nature issues be addressed?

Contractors are not undertaking any part of this proposal.

10 Actions

Record your actions in the table below. Actions may include:

- mitigations to reduce or eliminate negative impacts
- advancing equality of opportunity and fostering good relations
- addressing cumulative impacts
- collecting additional evidence
- financial implications
- risks
- any other actions.

Actions	Who will take them forward (name and job title)	Deadline for progressing	Review date (add name and job title)
Ensure that the Edinburgh Fair Work Charter remains free to access and complete for employers.	Chris Adams Vicki Lorimer Bria Clegg	August 2026	January 2027

11 Monitoring impact

Monitoring ensures that your proposal is effective and any issues are addressed.

Record your actions in the table below. Actions may include:

- how impacts on protected characteristics will be monitored, once the proposal has been introduced and implemented
- how IIA agreed actions will be monitored
- review process and timescales
- officer responsible.

Actions to monitor impact of proposal	Who will take them forward (name and job title)	Deadline for progressing	Review date (add name and job title)
After year one of implementation, officers will review the progress of the charter and re-examine the latest data on low pay, insecure work and poverty rates in the city.	Chris Adams Vicki Lorimer Bria Clegg	December 2027	December 2027

12 Next steps

Elected members must have access to IIAs in order to scrutinise them before making decisions. You must:

- share the IIA with them (this can be at draft stage for an APM meeting)
- complete the [committee report](#) with:
 - a summary of the identified impacts at section 7 of the committee report template: key policies
 - actions to address them at section 5 of the committee report template: next steps
- provide a link to the published IIA or attach as an appendix.

13 Quality assurance and approval

Complete the quality assurance checklist.

Send the quality assurance checklist and your completed IIA to your Head of Service for approval.

14 Authorisation

Name and title
Elin Williamson (Service Director Culture, Wellbeing and Economy)
Date
5/8/2026

15 Publication

Send the approved IIA template to the relevant contact for publication. Ensure the title of the IIA is clear and concise, without acronyms and the content, layout and language style is [inclusive and accessible](#).

The City of Edinburgh Council:

- integratedimpactassessments@edinburgh.gov.uk to be published on the [Council website](#)

Edinburgh Integration Joint Board/Health and Social Care:

- sarah.bryson@edinburgh.gov.uk to be published on the [EH&SCP website](#)

Keep a copy of your template for a period of at least three years (longer if needed for business reasons).