

Partnership Action for Continuing Employment



Introduction to the
PACE Partnership

Helpline
0800 917 8000
redundancyscotland.co.uk



Scottish Government
Riaghaltas na h-Alba

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 offers free business support services and is delivered by local authorities. With strong partnerships to help deliver the best advice and support to help Scottish businesses, we have a range of online resources and a network of advisers in local offices across Scotland. We offer 1:1 advice, online tools, guides, information and webinars to anyone looking to start-up following redundancy. For people at the early stages with an idea, our Planning To Start service provides them with an instant start-up toolkit and helps them connect with their nearest Business Gateway office for a tailored action plan to help them get their business going.



[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 has been championing better work and working lives for over 100 years. It helps organisations thrive by focusing on their people, supporting our economies and societies. It's the professional body for HR, L&D, OD and all people professionals – experts in people, work and change. With over 160,000 members globally – and a growing community using its research, insights and learning – it gives trusted advice and offers independent thought leadership. It's a leading voice in the call for good work that creates value for everyone. It supports PACE through its network of people professionals in Scotland spread across the public, private and third sectors and across organisations of all sizes.

cipd.co.uk

Citizens Advice Scotland

Citizens Advice Scotland and our 59 member bureaux form Scotland's largest independent advice network.



Our advice is free, independent, confidential, impartial and available to everyone. We use a people-first approach to support people across Scotland on issues including debt, energy, social security and employment.

Providing advice at scale enables our dedicated teams to use our unique evidence to advocate for change as we work towards a fairer Scotland for all.

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 is the Scottish Government's economic and community development agency for a region covering more than half of Scotland, including more than 90 inhabited islands. We work with communities, enterprises, and stakeholders to unlock our region's potential for growth and progress, while driving fair work and net zero practices.

Our purpose is to build and sustain a greener, fairer and more resilient region that benefits everyone. We offer support and investment to a wide range of projects that deliver on our priorities, which include a growing workforce, increased productivity, innovation and wages, and a just transition to net zero.

We provide a high-level commitment to delivering PACE support when required, as part of HIE's resilience activity.

hie.co.uk

HMRC

HMRC is the UK's tax, payments and customs authority, and we have a vital purpose: we collect the money that pays for the UK's public services, and help families and individuals with targeted financial support. We do this by being impartial and increasingly effective and efficient in our administration. We help the honest majority to get their tax right and make it hard for the dishonest minority to cheat the system.



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) strives to make Scotland a place where everybody thrives. PHS offers free guidance to employers and employees and supports access to NHS services relating to health and work. We focus on improving health and preventing ill health, both mental and physical, that may impact upon an individual's ability to access and remain in Fair Work.



We will work with PACE to identify and promote access to fair working conditions, effective referral pathways into appropriate services and support PACE Partners to provide a person-centred service.

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



R3

Scotland's insolvency and restructuring professionals play a vital role in guiding companies and individuals through financial distress. As their trade body, R3 collaborates with public and private sectors, government, and stakeholders to empower our members in delivering optimal outcomes for creditors, employees, and the 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 organisation for Scotland's voluntary sector. Our mission is to champion the role of voluntary sector organisations in building a flourishing society. We provide services to voluntary sector employers including a careers hub (Goodmoves), Payroll, IT and an HR Service. Our free Information Service can help with any part of setting up, running or restructuring voluntary sector organisations. We are keen to raise awareness of the Partnership and to enhance its work by highlighting the role of the voluntary 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 sustainable economic growth.

SE strongly supports the PACE Partnership. We provide wraparound business support to companies across Scotland. Our Business Response 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 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

South of Scotland Enterprise (SOSE) is the economic and community development agency for Dumfries and Galloway and the Scottish Borders. SOSE provides tailored support to all sizes of businesses and enterprising communities throughout the South of Scotland to help them to thrive, grow and fulfil their best potential. SOSE aims to create a Wellbeing Economy that ensures everyone benefits from advancing the economy of the South of Scotland by viewing economic activity through a climate, nature, equalities, and community lens. SOSE works strategically with key partners at national and regional level and provides PACE support along with other partners where required, adopting a 'place-based' approach aiming to sustain employment and support key businesses.



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 550,000 trade unionists. Our purpose is to co-ordinate, develop and articulate the views and policies of the trade union movement in Scotland, to promote trade unionism, equality and social justice, creation and maintenance of high-quality jobs, and the public sector delivery of services. We also work closely with Scottish Government on the implementation of Fair Work principles across Scotland's workplaces and the development of a truly Just Transition to a green economy.

stuc.org.uk

Universities Scotland

Universities Scotland is the collective voice of 19 higher education institutions in Scotland. Our mission is the advancement of higher education in Scotland by influencing the policy, legislative and financial environment to create the conditions for our universities to make a full contribution locally, nationally and globally. We support the sector as they strive to continue their work transforming lives, expanding knowledge, tackling society's biggest challenges and driving the economy.

**Universities
Scotland**



universities-scotland.ac.uk

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