



# Community Planning Aberdeen Board

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Meeting on WEDNESDAY, 1 JULY 2020 at 2.00 pm

\*\*Remote Meeting, Aberdeen\*\*

## **B U S I N E S S**

### APOLOGIES AND INTRODUCTIONS

### DECLARATIONS OF INTEREST

- 1.1 Partners are requested to intimate any declarations of interest

### MINUTES AND FORWARD BUSINESS PLANNER

- 2.1 Minute of Previous Meeting of 26 February 2020 - for approval (Pages 3 - 12)
- 2.2 CPA Board Forward Business Planner (Pages 13 - 16)
- 2.3 National Update - Scottish Government (verbal)

### STRATEGIC BUSINESS

- 3.1 Socio-Economic Rescue Plan 2020/2021 (Pages 17 - 120)
- 3.2 Alignment of Private Sector Corporate Responsibility to LOIP (Pages 121 - 124)
- 3.3 Summary of Progress Against CPA Improvement Programme; and CPA Annual Outcome Improvement Report 2019/20 (Pages 125 - 172)
- 3.4 Aberdeen Outcomes Framework (Pages 173 - 176)

3.5 Community Planning Budget 2020/21 (Pages 177 - 180)

DATE OF NEXT MEETING

4.1 Date of Next Meeting - 16 September 2020 at 2pm

Should you require any further information about this agenda, please contact Emma Robertson, tel. 01224 522499 or email [emmrobertson@aberdeencity.gov.uk](mailto:emmrobertson@aberdeencity.gov.uk)

**COMMUNITY PLANNING ABERDEEN BOARD  
26 FEBRUARY 2020**

Present:- Councillor Laing (Chair)  
Campbell Thomson, Vice Chair (Police Scotland),  
Heather Crabb (Aberdeen University) (as a substitute for Karl Leydecker)  
Councillor Duncan (Integration Joint Board Chair)  
Councillor Greig  
Karen Milne (ACVO) (as a substitute for Liv Cockburn)  
Alastair Robertson (Aberdeen Active Partnership)  
Jonathan Smith (Civic Forum)  
Scott Symon (as a substitute for Bruce Farquharson)  
Susan Webb (Public Health)  
Councillor Wheeler

Also Present:- Neil Carnegie, Laurie Manson, Martin Murchie, Paul Tytler and Michelle Cochlan (all Aberdeen City Council).

Apologies:- Ruth Christie (Scottish Government), Liv Cockburn (ACVO) Bruce Farquharson (Scottish Fire and Rescue Service), Karl Leydecker (Aberdeen University), Ken Milroy (North East College) and Angela Scott (Aberdeen City Council)

Page 3

Topic	Discussion/Decision	Action By
1. Welcome and Introductions	The Chair welcomed all to the meeting of the CPA Board.	
2. Declarations of Interest	There were no declarations of interest.	
3. Minute of Previous Meeting of 2 December 2019	The Board had before it the minute of its previous meeting of 2 December 2019, for approval.  <b><u>The Board resolved:-</u></b> to approve the minute as a correct record.	
4. Draft Minute of the CPA Management Group of 29 January 2020	The Board had before it the draft minute of the CPA Management Group meeting of 29 January 2020, for information.  <b><u>The Board resolved:-</u></b> to note the draft minute.	

Agenda Item 2.1

Topic	Discussion/Decision	Action By
5. CPA Board Forward Business Planner	<p>The Board had before it the forward business planner for the Community Planning Aberdeen Board.</p> <p><b><u>The Board resolved:-</u></b> to agree the forward business planner.</p>	
6. National Update, Scottish Government	<p>The Board had before it a written update from Ruth Christie, Scottish Government.</p> <p>The update covered the following areas:</p> <ul style="list-style-type: none"> <li>• Scottish Index of Multiple Deprivation 2020</li> <li>• Brexit</li> <li>• Public Health Reform</li> <li>• National Planning Framework (NPF4)</li> <li>• Access to Superfast Broadband</li> <li>• Refreshed Statutory Guidance on Children’s Services Planning</li> <li>• Councillors’ Remuneration – Leave of Absence</li> <li>• Fire Starter Festival 2020</li> </ul> <p>It was noted that Neil Rennick from the Scottish Government had been expected to join the meeting via teleconference, but due to technical problems (in Aberdeen) this had not been possible. However, Mr Rennick had been able to call in with a further update that:</p> <p>(i) budget discussions were continuing; and</p> <p>(ii) the Scottish Government was looking at the situation regarding the Coronavirus and would provide more information as appropriate.</p> <p><b><u>The Board resolved:-</u></b> to note the updates.</p>	Ruth Christie, Neil Rennick, SG
7. Aberdeen Outcomes Framework	<p>The Board received a presentation by Michelle Cochlan, Corporate Strategy and Community Planning Manager, who demonstrated the Aberdeen Outcomes Framework which was currently being developed, accessible via the Community Planning Aberdeen website. She reported that the framework included the data currently available to the CPP that related to the 15 Stretch Outcomes within the LOIP. Ms Cochlan advised that a data drop-in workshop had been held in February 2020</p>	

Topic	Discussion/Decision	Action By
Page 5	<p>with Outcome Improvement Groups to gather feedback on the content and format of the framework and was well attended.</p> <p>The Board noted that the Outcomes Framework could be used to compare with national indicators and to identify best practice. The tool could also be used to pinpoint areas to prioritise.</p> <p>Susan Webb, Director of Public Health NHS Grampian, commented that user friendly infographics could be a useful addition to the website to communicate key messages. There followed a discussion on how best to communicate the stories behind the data, looking at public engagement strategies for when the website went live and the use of videos for storytelling.</p> <p>Ms Webb also suggested that Corri Black at Aberdeen University could be a helpful contact to connect with in relation to Research and Evidence. Heather Crabb confirmed that she would be happy to take back any requests to Karl Leydecker where Aberdeen University could support or provide research. Ms Webb also advised that there were staff already in place providing advice to businesses in areas such as smoking cessation and that this could be linked into the Outcomes Framework resource.</p> <p><b><u>The Board resolved:</u></b>            (i) to note the update; and            (ii) to thank Ms Cochlan and Mr Murchie for their work.</p>	
8. Alignment of Private Sector Corporate Responsibility to the LOIP	<p>The Board received a presentation from Michelle Cochlan on the CPA webpage platform aimed at Socially Responsible Businesses. The Board discussed the need to connect businesses with Community Planning and the LOIP.</p> <p>The Board heard from Lori Manson, Project Officer, Business and Skills, Place who described her work on Community Benefits Clauses and how businesses could contribute.</p> <p>The Chair advised that she was to be hosting an event between Community Planning Aberdeen and the Private Sector on 28 May 2020 (date to be confirmed) to which all present were welcome. She expressed the need for people-to-people contact as personal links were more likely to produce results.</p>	

Topic	Discussion/Decision	Action By				
	<p><b><u>The Board resolved:</u></b> to note the update.</p>					
<p>9. CPA Improvement Programme Quarterly Update and Appendices</p> <p>Page 6</p> <p>Appendix 1: Overview of Progress</p>	<p>The Board had before it a report providing an update on the projects within the Local Outcome Improvement Plan 2016-2026 which had started, or were due to start, to deliver the Partnership's 15 Stretch Outcomes by 2026. The report also included new charters for approval for project initiation.</p> <p><b>The report recommended -</b> that the Board:</p> <ul style="list-style-type: none"> <li>(i) approve the new charters included in Appendix 2 of the report;</li> <li>(ii) approve the proposed amendments to the following LOIP project aims: <ul style="list-style-type: none"> <li>• Increase the number of people within Aberdeen City qualified with ICT and Digital skills at <u>SCQF Levels 7 and 8</u> by 10% by <u>2024</u> – See charter 1.2</li> <li>• Increase the number of Distress Brief Interventions opportunities <u>for people presenting to frontline services in distress</u> by 10% by 2021 – See charter 11.11</li> </ul> </li> <li>(iii) approve the rescheduling of all other charters which were due to be submitted to CPA Board in February, but had been postponed; and</li> <li>(iv) consider the updates provided on live improvement projects in Appendix 3.</li> </ul> <p>The Board commented on the following:</p> <table border="1" data-bbox="443 1129 1794 1430"> <thead> <tr> <th data-bbox="443 1129 1182 1169">Stretch Outcome</th> <th data-bbox="1182 1129 1794 1169">CPA Board Comments</th> </tr> </thead> <tbody> <tr> <td data-bbox="443 1169 1182 1430">(3) Reduce the number of babies exposed to second-hand smoke (at 6-8 week review) by 10% by 2022; and Reduce the number of pregnant mothers who smoke by 10% by 2022.</td> <td data-bbox="1182 1169 1794 1430">Postponed to April 2020. The Board queried why this had been delayed. Susan Webb reported that this was a priority for NHS and work was going on. Ms Webb confirmed that the team would be in touch to provide the necessary information.</td> </tr> </tbody> </table>	Stretch Outcome	CPA Board Comments	(3) Reduce the number of babies exposed to second-hand smoke (at 6-8 week review) by 10% by 2022; and Reduce the number of pregnant mothers who smoke by 10% by 2022.	Postponed to April 2020. The Board queried why this had been delayed. Susan Webb reported that this was a priority for NHS and work was going on. Ms Webb confirmed that the team would be in touch to provide the necessary information.	<p>Susan Webb, NHSG</p>
Stretch Outcome	CPA Board Comments					
(3) Reduce the number of babies exposed to second-hand smoke (at 6-8 week review) by 10% by 2022; and Reduce the number of pregnant mothers who smoke by 10% by 2022.	Postponed to April 2020. The Board queried why this had been delayed. Susan Webb reported that this was a priority for NHS and work was going on. Ms Webb confirmed that the team would be in touch to provide the necessary information.					

Topic	Discussion/Decision		Action By	
Appendix 2: New Charters	(11) Increase the number of community run green spaces that are organised and self-managed, particularly in priority localities where satisfaction and use is low.	Postponed to April 2020. Michelle Cochlan undertook to investigate the reason for delay.	Michelle Cochlan, ACC	
	<b>New Charters</b>	<b>CPA Board Comments</b>		
	Charter 1.2 Increase the number of SVQ level 4 qualifications achieved in ICT and Digital by 10% by 2021.	Charter Approved.		
	Charter 2.4 - Increase the number of people from priority groups (care experienced young people, people with convictions, people with housing need) employed by public sector partners by 2021.	Charter Approved.		
	Charter 3.4 - Increase the number of pregnant young women who are able to remain in education during pregnancy by 50%, by 2022.	Charter Approved.		
	Charter 6.6 - Increase the number of partners supporting delivery of the Senior Phase by 10% by 2021; and Increase the range and number of accredited courses being provided by schools and partners by 25% by 2021.	Charter not approved. The Board noted the requirement for workforce planning needed to take into consideration that there was a large anticipated demand for jobs in the social care and IT sectors, and asked for this feedback to be shared with the project manager.		Michelle Cochlan, ACC
	Charter 8.2 - Reduce by at least 5% the number of young people in schools in Aberdeen City, identified as having indicators of risk, being excluded from school by April 2021.	Charter Approved.		
	Charter 10.5 - To achieve an increase in the percentage of non-statutory prisoners (aged 21+) who are offered and access relevant voluntary support on release from HMP Grampian by	Charter Approved.		

Topic	Discussion/Decision		Action By	
Page 8	December 2021.		Michelle Cochlan, ACC	
	Charter 11.7 - Reduce suicide rates amongst men in Aberdeen to below 2016 levels (16) by 2021.	Charter not approved. The Board asked for this charter to be more ambitious by including plans for testing with other professionals, e.g. licensed premises as well as taxi drivers.		
	Charter 11.8 - Increase the number of people who are engaged with citizens in areas which impact on lifestyle and health that are trained in Teach back techniques by 100% by 2021.	Charter Approved.		
	Charter 11.9 - Increase by 25% year on year, the number of people who have benefited from a Making Every Opportunity Count (MeOC) conversation or intervention.	Charter Approved.		
	Charter 11.10 - Reduce tobacco smoking by 5% by 2021.	Charter Approved.		
	Charter 11.11 - Increase the number of Distress Brief Interventions opportunities for people presenting to frontline services in distress by 10% by 2021.	Charter Approved.		
	Charter 12.6 - Increase opportunities for individuals who have been at risk of Blood Borne Viruses, being tested and accessing treatment by 2021.	Charter Approved.		
	Charter 12.7 - Increase % of the population who feel informed about using alcohol responsibly by 2021.	Charter Approved.		
	Charter 12.8 - Increase uptake of drug treatment and specifically within Locality Areas by 10% each year by 2021.	Charter Approved, although the Board highlighted the need for this project to link with other projects targeting the same group of people to avoid		

Topic	Discussion/Decision		Action By
Appendix 3: Live Project Updates – for Projects at Level 6 and above		duplication/confusion - for example, the Cuckooing Project. This lead to a more general discussion about the connectedness of projects and the need to guard against project teams working in solo.	
	Charter 15.1 - Increase the proportion of people who cycle as their main mode of travel to 3% by 2021 and 5% by 2026 (baseline 2.4% 2017/18).	Charter Approved. The Board noted that there had not been sufficient interest from companies invited to bid and therefore the cycle hire scheme was not approved, although officers were continuing to evaluate the scheme.	
	<b>Live Project Updates</b>	<b>CPA Board Comments</b>	
	Ref 3.1 – Family Support	Update noted.	
	Ref 3.3 – Teenage Pregnancy	Update noted.	
	Ref 4.1 – Children’s Mental Wellbeing	Update noted.	
	Ref 5.1 - Improving Education Outcomes for Care Experienced Children and Young People	Update noted.	
	Ref 5.2 - Kinship and Foster Care	Update noted.	
	Ref 6.2 – Positive Destinations	Update noted.	
	Ref 6.3 – Foundation Apprenticeships	Update noted.	
	Ref 6.5 – Winter Leavers	Update noted.	
	Ref 8.1 – Youth Offending	Update noted.	
	Ref 9.1 – Diversion from Prosecution	Update noted.	
	Ref 10.1 – Support for Families	Update noted.	
	Ref 10.2 - Pathways to Employment (My Way to Employment)	Update noted.	
Ref 10.3 - Cuckooing	Update noted.		
Ref 10.4 - Specialist Substance Misuse Services	Update noted.		
Ref 11.1 – Uptake of Activities	Update noted.		
Ref 11.2 – Aberdeen Link Services	Update noted.		

Topic	Discussion/Decision		Action By
Page 10	Ref 11.3 – Reduce Obesity	Update noted.	
	Ref 12.1 - Care Experienced Children Substance Misuse	Update noted.	
	Ref 12.3 - Reduce Fatal Drug Overdose	Update noted.	
	Ref 12.5 - Alcohol Brief Interventions	Update noted.	
	Ref 13.1 - Workplaces Growing Together	Update noted.	
	Ref 13.2 - Community Pantries	Update noted.	
	Ref 16.1 - Asset Transfer and Participation Requests	Update noted.	
	<b><u>The Board resolved:-</u></b>	<ul style="list-style-type: none"> <li>(i) to approve the new charters included in Appendix 2 of the report, unless otherwise stated;</li> <li>(ii) to approve the proposed amendments to the two LOIP project aims at charters 1.2 and 11.11;</li> <li>(iii) to approve the rescheduling of all other charters which were due to be submitted to CPA Board in February, but had been postponed; and</li> <li>(iv) to note the updates provided on Live Improvement projects in Appendix 3.</li> </ul>	
10. Locality Annual Reports	<p>The Board had before it the Locality Annual Reports in respect of (1) Torry and (2) Woodside, Tillydrone and Seaton. The Board heard from Neil Carnegie, Communities and Housing Area Manager and Paul Tytler, Locality Inclusion Manager. They reported that the Locality Annual Report for Middlefield, Heathryfold, Northfield and Mastrick would follow before the end of the financial year.</p> <p>The Board expressed its thanks for the considerable work in compiling the reports.</p> <p><b><u>The Board resolved:-</u></b></p> <ul style="list-style-type: none"> <li>(i) to agree that the Chair would write to the Torry and Woodside, Tillydrone and Seaton Community representatives on the Locality Partnerships to thank them for their work;</li> <li>(ii) to note the reports; and</li> <li>(iii) to agree that the Chair would sign off the Locality Annual Report for Middlefield, Heathryfold, Northfield and Mastrick.</li> </ul>		

Topic	Discussion/Decision	Action By
11. Date of Next Meeting	The Board noted that its next meeting would be held on 29 April 2020 at 2pm.	

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## Community Planning Aberdeen

### FORWARD PLANNER

The reports scheduled within this document are accurate at this time but are subject to change.

Scheduling of charters which were planned to have been considered at the CPA Management Group and Board between March and July will be reviewed in light of response to Covid-19.

Title of report	Contact Officer
<b>CPA Board – 1 July 2020</b>	
Socio-Economic Rescue Plan 2020/2021	Richard Sweetnam (ACC)
Alignment of Private Sector Corporate Responsibility to LOIP	Michelle Cochlan (ACC)
Summary of Progress Against CPA Improvement Programme; and CPA Annual Outcome Improvement Report 2019/20	Michelle Cochlan (ACC)
Aberdeen Outcomes Framework	Michelle Cochlan (ACC)
Community Planning Budget 2020-21	Michelle Cochlan (ACC)
<b>CPA Management Group: 12 August/ CPA Board 16 September 20</b>	
CPA Quarterly Budget Monitoring Report (Management Group only)	Michelle Cochlan (ACC)
Locality Partnership Quarterly Improvement Tracker	Neil Carnegie (ACC)
CPA Improvement Programme Quarterly Update Report	Michelle Cochlan (ACC)
North East College Regional Outcome Agreement	Neil Cowie (NES College)
Participation in Public Decision Making (Strengthening links with those of Ethnic Minority background and / or shared identification with other 9 'Protected Characteristics')	Jonathan Smith (Civic Forum)
Scottish Sentencing Council consultation	Val Vertigans (ACC)
<b>Economy Project Charters</b>	
Increase the number of people employed in growth sectors by 5% by 2021.	Allison Carrington (SDS)
<b>People (Children &amp; Young People) Project Charters</b>	
Reduce the numbers of babies exposed to 2nd hand smoke (at 6-8 week review) by 10% by 2022; and Reduce the number of pregnant mothers who smoke by 10% by 2022	Rob Polkinghorne (ACC)
Reduce the number of emergency hospital admissions for unintentional injury to children under 5 years by 3.69%, by 2021.	Rob Polkinghorne (ACC)
Reduce number of children who are witness to domestic abuse by 2022	Rob Polkinghorne (ACC)
Reduce child obesity at Primary 1 stage by 10%, by 2022	Rob Polkinghorne (ACC)
Increase the percentage of babies exclusively breastfed at 6-8 weeks to 41% by 2021.	Rob Polkinghorne (ACC)
Increase the number of staff, including carers who report increased understanding and skills to respond to children who have adverse childhood experiences (ACE) by 20% by 2021.	Rob Polkinghorne (ACC)
Increase children, young people and families' awareness and understanding of future skill requirements by June 2021.	Rob Polkinghorne (ACC)

<b>Title of report</b>	<b>Contact Officer</b>
Increase by 10% the number of young people who are jointly reported to SCRA and COPFS who are offered robust alternatives to entering the statutory system by 2021.	Rob Polkinghorne (ACC)
<b>People (Vulnerable Adults) Project Charters</b>	
Increase the number of unpaid carers participating in support programme reflecting healthy life choices by 25% by 2021.	Sandra Ross (HSCP)
Increase the number of community run green spaces that are organised and self-managed, particularly in priority localities where satisfaction and use is low.	Sandra Ross (HSCP)
Increase number of people in local communities promoting well-being and good health choices by 2021.	Sandra Ross (HSCP)
Increase number of people accessing community based hubs (including digital social hubs) which offer social resources and access to a range of professionals which increase citizens health literacy.	Sandra Ross (HSCP)
Increase the number of groups for people with long term conditions which are co-produced with service users by 2021.	Sandra Ross (HSCP)
Using a whole population approach: i) Increase awareness of domestic abuse by 2021, and then, as a result of this; and ii) decrease number of reported incidents by 30% by 2026.	Derek McGowan (ACC)
Increase number of young people who need support in relation to trauma and bereavement having access to such support by 2021.	Derek McGowan (ACC)
Increase in number of calls by Criminal Justice professionals for advice/support to an expert helpline; and Increase number referred for appropriate assessment/ support/ treatment/ services in relation to mental health issues: - in Police custody - on a community disposal - in HMP Grampian by 2021	Derek McGowan (ACC)
Reduce the number of wilful fires by 20% by 2021.	Derek McGowan (ACC)
Increase number of people engaged in a person-centred multi-agency problem solving approach as part of a community sentence	Derek McGowan (ACC)
Increase the number of individuals charged with hate crimes who undertake effective interventions by 30% by 2021.	Derek McGowan (ACC)
<b>Place Project Charters</b>	
Increase % of people who walk as main mode of travel to 31% by 2021.	Jillian Evans (NHS)
<b>CPA Management Group: 29 October/ CPA Board 3 December</b>	
CPA Quarterly Budget Monitoring Report (Management Group only)	Michelle Cochlan (ACC)
Locality Partnership Quarterly Improvement Tracker	Neil Carnegie (ACC)
CPA Improvement Programme Quarterly Update Report	Michelle Cochlan (ACC)
<b>Economy Project Charters</b>	
N/A	Allison Carrington (SDS)
<b>People (Children &amp; Young People) Project Charters</b>	
i) Increase the number of awareness-raising events relating to 'digital' offending by 2021, and then, ii) Reduce the number of 'digital' offences from 2021-2026.	Rob Polkinghorne (ACC)
<b>People (Vulnerable Adults) Project Charters</b>	
Increase the uptake and retention of people in the Justice System with a diagnosed mental illness in specialist services by 2021.	Derek McGowan (ACC)
<b>Place Project Charters</b>	
Increase % of people who walk as main mode of travel to 31% by 2021.	Jillian Evans (NHS)

Title of report	Contact Officer
<b>Timescale TBC 2019-2020</b>	
Local Fire and Rescue Plan 19/20	Scott Symon (SFRS)

Acronyms:

ACC	Aberdeen City Council
ACVO	Aberdeen Council of Voluntary Organisations
CPA	Community Planning Aberdeen
HSCP	Health and Social Care Partnership
NHSG	National Health Service Grampian
PS	Police Scotland
SDS	Skills Development Scotland

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# Community Planning Aberdeen

<b>Progress Report</b>	Socio-Economic Rescue Plan 2020/2021
<b>Lead Officer</b>	Angela Scott, Chair of CPA Management Group and Chief Executive of Aberdeen City Council
<b>Report Author</b>	Richard Sweetnam, Chief Officer – City Growth
<b>Date of Report</b>	23 June 2020
<b>Governance Group</b>	CPA Board – 1 July 2020

## Purpose of the Report

This report presents the [Socio-Economic Rescue Plan 2020/21 report](#) being considered by Aberdeen City Council’s Urgent Business Committee on 30 June 2020. Subject to approval of the recommendations contained in the report (appended to this report), Community Planning Aberdeen is asked to agree that the short life Socio-Economic Rescue Plan – Implementation Group sit within the existing Community Planning Aberdeen structure.

## Summary of Key Information

### 1 BACKGROUND

1.1 The COVID-19 pandemic is having a profound effect on the overall health and wellbeing of the city, its citizens and families. It has also coincided with an unprecedented fall in hydrocarbon prices and further significant implications for the city’s economy and will continue to create considerable harm for our citizens. Covid-19 and the consequent public health crisis has fundamentally changed how the economy will respond as the city adapts to new operating models as lockdown is phased out.

### 2 SOCIO ECONOMIC PLAN

2.1 On 6 May 2020, the Council’s Urgent Business Committee instructed the Chief Officer - City Growth, in consultation with Administration Leaders, to provide the Urgent Business Committee on 30 June 2020 with a Socio-Economic Rescue Plan for 2020/2021 (‘the Plan’) that would consider other short term responses to the current crisis under ‘business’, ‘people’ and ‘place’ themes. The proposed Plan is appended to this report.

2.2 The proposed Plan has been produced within the overarching frameworks and objectives of the Regional Economic Strategy priorities of Innovation, Inclusive Economic Growth, Investment and Internationalisation; the LOIP; the Net Zero Vision for the city and the Strategic Infrastructure Plan – Energy Transition.

- 2.3 A series of workshops and consultations under the themes of ‘Business’, ‘People’ and ‘Place’ were arranged with over 60 Council officers, from across service areas and clusters. The content was then discussed with external partners and stakeholders so that the Plan reflected not just the Council’s proposed response, but also activities delivered by other organisations. These included, VisitAberdeenshire, Aberdeen Inspired, Federation for Small Business (FSB), Aberdeen & Grampian Chamber of Commerce (AGCC), Skills Development Scotland (SDS), Aberdeen Council for Voluntary Organisations (ACVO), Business Gateway and North East of Scotland College (NESCOL). This engagement has understandably created a focus on practical things that agencies can commit to, in order to support the economic and health recovery of the city and its citizens. For many, however, the sense of hopelessness and fear arising from the current uncertainty is not quite so easily addressed. The People Plan particularly reflects this in an effort to ensure no one is left behind within the city.
- 2.4 The proposed plan focuses on a short term ‘rescue response’ to the immediate effects of the economic crisis. From the analysis of the effects to date, there is a change in priorities and its main goals are less about growing the economy or increasing value, but thinking about health, community and ensuring that people can access employment.
- 2.5 Going beyond the 2020/21 life of this Plan, there will be a shift in focus towards medium and longer term recovery actions, and, for Aberdeen, continuing to make the case for investment in a ‘green recovery’ as highlighted in the Strategic Infrastructure Plan – Energy Transition. For the city region, investing in areas of opportunity such as the oil and gas sector that in turn will be the foundation for energy and renewables investment, will be an important part of the economic recovery plans to support the Regional Economic Strategy. The quantitative and qualitative data that has informed the production of the actions in the Plan, is appended to the report. The overall purpose is to minimise the harm and impacts of the current crisis where possible. At the same time, it provides an opportunity to anchor existing inclusive economic growth and LOIP priorities by focusing on the needs of local business and communities.
- 2.6 Specific actions have been developed under the respective ‘business’, ‘people’ and ‘place’ themes. Table 1 below summarises the proposed plan.

**Table 1 – Socio Economic Rescue Plan 2020/21 - Summary**

<b>Theme</b>	<b>Interventions</b>	<b>Rationale</b>
<b>Business</b>	General Response – 10 actions Tourism, Leisure & Hospitality – 6 actions Job Retention/ Creation – 5 actions	Providing support to business and alleviating cashflow pressures; supporting city centre sectors to respond to new digital and local markets  Using infrastructure investment to support business growth
<b>People</b>	Supporting Young People – 7 actions Community Spaces – 2 actions	Active labour market responses essential to keep people actively engaged and

	Job Retention/ Creation – 4 actions Workforce Development – 9 actions Wellbeing – 14 actions	earning, enabling the most at risk groups particularly to avoid longer term effects on society.  Using infrastructure investment to support employability
<b>Place</b>	Safe Zones – Physical Distancing – 7 actions Transport – 4 actions Shop, Visit, Eat, Local – 4 actions Economic Strategy/ CCMP – 5 actions	Delivery of the Spaces for People project, and the supporting activity to maximise the benefits of that programme  Emphasis on climate change and the Net Zero Vision  ‘Buy Local’ campaigns and linking Aberdeen Art Gallery and Events

2.7 It is proposed that the overall programme will need to be phased depending on the Scottish Government’s guidance on movement from one phase to the next. Early engagement with the Scottish Government, SDS, SE and the Business Gateway will be critical to developing any new approach to deliver priority actions and the financial implications of these.

## GOVERNANCE

- 3.1 The Plan is an immediate and dynamic response to the impact of Covid19, and aligns to the LOIP strategic themes of Economy, People, Place. While it focuses on immediate actions, there is an opportunity for it to inform the scheduled refresh of the LOIP in 2021. It is therefore proposed that scrutiny and oversight of the implementation of the Plan is done through the Community Planning Aberdeen (CPA) Board.
- 3.2 As such, CPA Outcome Improvement Groups provide an established structure to drive delivery, while many of the actions will be delivered by members of Aberdeen Prospers, Integrated Children’s Services, Resilient Included, Supported Group or the Sustainable City Group. However delivery will need to have input from wider stakeholders that are not currently represented within these groups. Therefore a ‘short life’ working group (the Socio-Economic Rescue Plan Implementation Group) is proposed to be formed from within organisations already on Aberdeen Prospers, augmented by representatives from the Business Resilience Group, in order to drive delivery of the Plan across all three themes, as indicated in Table 2 below.
- 3.3 The remit of the Group will be to provide a coordinated and collaborative approach to implementing the Plan within the CPA Outcome Improvement Groups, the Council and with external stakeholders and partners.

**Table 2 – Socio-Economic Rescue Plan – Implementation Group**

<b>Implementation Group Membership</b>
Aberdeen City Council – City Growth, Schools & Communities
Representative from the Urban Realm Task Group (Spaces for People project)
SDS
CFINE
NESCOL
SE
ACVO
Business Gateway (Elevator)
Culture Aberdeen
Aberdeen Inspired – City Centre Manager
AGCC – Policy Manager
FSB – Regional Lead
VisitAberdeenshire

#### **4 NEXT STEPS**

- 4.1 It is proposed that each Action Plan programme area is assigned a Senior Responsible Officer to oversee the operational delivery and ensure that progress by other Council teams, or external partners is reported to the Group and the CPA Board. Given that the Plan is a short term response, it is recommended that the Group meets on a monthly basis, subject to review. As the Plan progresses some actions may be reflected and ‘mainstreamed’ in the refreshed LOIP, the Regional Economic Strategy and the associated governance arrangements where appropriate.
- 4.2 The Chief Officer, City Growth will advise of the Urgent Business Committee decision verbally at the Board meeting on 1 July 2020.

#### **Recommendations for Action**

It is recommended that members of the CPA Board:

- i) Note the Socio-Economic Rescue Plan report to be considered by Aberdeen City Council’s Urgent Business Committee on 30 June 2020; and
- ii) Subject to approval of the Socio-Economic Rescue Plan and the establishment of the short life Socio-Economic Rescue Plan – Implementation Group by the Urgent Business Committee on 30 June 2020, agree that this Group sit within the CPA structure.

#### **Opportunities and Risks**

The Plan and Governance provides an opportunity to for a coordinated city-wide response. The proposals aim to provide as much support to businesses in the immediate response to Covid-19 and to mitigate where possible against permanent job losses in the city. They are therefore unlikely to generate increased employment in support of the LOIP target to grow jobs by 10% in priority sectors. The proposals aim to support health and wellbeing outcomes in the Children & Young people and Adult stretch outcomes. The proposals support the poverty and active travel stretch outcomes.

## Consultation

A series of workshops and consultations under the themes of 'Business', 'People' and 'Place' were arranged with over 60 Council officers, from across service areas and clusters. The content was then discussed with external partners and stakeholders so that the Plan reflected not just the Council's proposed response, but also activities delivered by other organisations. These included, VisitAberdeenshire, Aberdeen Inspired, Federation for Small Business (FSB), Aberdeen & Grampian Chamber of Commerce (AGCC), Skills Development Scotland (SDS), Aberdeen Council for Voluntary Organisations (ACVO), Business Gateway and North East of Scotland College (NESCOL).

## Background Papers

The following paper was used in the preparation of this report.  
[Scottish Government Coronavirus Framework for Decision Making – Scotland's Route Map out of the crisis.](#)

## Appendices

Socio-Economic Rescue Plan 2020/2021 report and Appendices to Aberdeen City Council's Urgent Business Committee.

### Contact details:

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## ABERDEEN CITY COUNCIL

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<b>COMMITTEE</b>	Urgent Business Committee
<b>DATE</b>	30 June 2020
<b>EXEMPT</b>	No
<b>CONFIDENTIAL</b>	No
<b>REPORT TITLE</b>	Socio-Economic Rescue Plan 2020/2021
<b>REPORT NUMBER</b>	COM/20/098
<b>DIRECTOR</b>	
<b>CHIEF OFFICER</b>	Richard Sweetnam
<b>REPORT AUTHOR</b>	Richard Sweetnam
<b>TERMS OF REFERENCE</b>	UBC1

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### 1. PURPOSE OF REPORT

- 1.1 The purpose of this report is to set out a proposal for a Socio-Economic Rescue Plan 2020/21, and Implementation Group and associated governance arrangements in response to the impact of Covid-19. It also sets out a proposal for taking forward the delivery of an Aberdeen City Council Business Charter.

### 2. RECOMMENDATIONS

That the Committee:-

- 2.1 approves the Socio-Economic Rescue Plan 2020/21 in Appendix 2 and as summarised in the report, including an Aberdeen City Council Business Charter;
- 2.2 agrees that a short life Socio-Economic Rescue Plan – Implementation Group should be established with the proposed membership and remit as set out at sections 6.6 and 6.7 and that this sits within the existing Community Planning Aberdeen structure and instructs the Chief Officer City Growth to (i) invite organisations (as listed in Table 2) to participate in the Group; and (ii) make appointments to the Group;
- 2.3 instructs the Chief Officer City Growth to update the CPA Board on 1 July 2020 on the agreed approach;
- 2.4 agrees that the Chief Officer City Growth would report back to the Community Planning Aberdeen Board and the Council's City Growth & Resources Committee with regular updates on the progress of the Socio-Economic Action Plan, via the Implementation Group, if approved;
- 2.5 instructs the Chief Officer City Growth, following consultation with the Chief Officer Customer Services, to take all actions necessary in order to implement the ACC Business Charter working with the relevant Council services and business network representatives; instructs the relevant Chief Officers to monitor performance in delivering the charter; and report back to the Council's City Growth & Resources Committee; and
- 2.6 notes the level of the response and support by the community to the crisis and instructs the Chief officer (Early Intervention and Prevention) to explore how the

present level of volunteering that has been experienced can be sustained across the city.

### **3. BACKGROUND & APPROACH**

- 3.1 The COVID-19 pandemic is having a profound effect on the overall health and wellbeing of the city, its citizens and families. It has also coincided with an unprecedented fall in hydrocarbon prices and further significant implications for the city's economy and will continue to create considerable harm for our citizens.
- 3.2 The Council is committed to supporting the city's economy and this is a key strand of the Local Outcome Improvement Plan (LOIP), and the Regional Economic Strategy and ensuring that all our citizens prosper.
- 3.3 The Covid-19 pandemic and the consequent public health crisis has fundamentally changed how the economy will respond as the city adapts to new operating models as lockdown is phased out.
- 3.4 On 6 May 2020, the Council's Urgent Business Committee instructed the Chief Officer - City Growth, in consultation with Administration Leaders, to provide the Urgent Business Committee on 30 June 2020 with a Socio-Economic Rescue Plan for 2020/2021 ('the Plan') that would consider other short term responses to the current crisis under 'business', 'people' and 'place' themes.
- 3.5 As part of the approval of the Council's budget for 2020/21, the Chief Executive was instructed to report back to the City Growth and Resources Committee on 18 June 2020 with proposals for a Corporate Business Charter. In the context of the Covid-19 pandemic, these standards will have an important role in providing corporate support to businesses and employers.
- 3.6 On 21 May 2020, the Scottish Government's Covid-19 Framework for Decision Making was published. It indicates that the response to the pandemic nationally is beginning to move from the 'rescue' stage to the 'transition' stage; that is the stage bridging 'rescue' with 'recovery'. The Framework sets out a route map against four phases through which the Scottish Government will aim to ease existing restrictions. The four phases are gradual and incremental, and each phase will be triggered following careful monitoring of the virus. The route map provides an indication of the order in which the government will seek to lift current restrictions but at this point does not specify dates for all of the different phases. Instead, every three weeks the government will review and report on whether, and to what extent, it can move from one phase to another. It may be that not everything currently listed in a single phase will happen at the same time. On 28 May 2020 it was confirmed that the country was moving to Phase 1 with the easing of restrictions taking pace with effect from 29 May 2020. At the second review on 18 June 2020, it was announced that the country was moving to Phase 2 but not all measures set out in Phase 2 of the Scottish Government's Route Map would immediately come into effect and given that a flexible approach will be taken to the easing of restrictions under the Route Map, it is not certain when specific restrictions could be lifted. The Plan will

reflect the stated, at the time of writing, implementation of the four-phased approach:

1. Phase One – Up to 18 June Review (and potentially beyond), all with physical distancing and hygiene measures in play:
  - a. Outdoor workplaces to resume;
  - b. Construction sector to implement its restart plan;
  - c. Retail, Food & Drink – drive through, garden centres, but not associated cafes;
  - d. No events/ public gatherings etc.
2. Phase Two – all with physical distancing and hygiene measures in play, no dates, includes phase 1 except for:
  - a. Working from home where possible; some workplace reopening and likely staggered start time and flexible working – ‘indoor non-office’ (eg factories, warehouse, laboratory);
  - b. Limited public transport;
  - c. Retail, Food & Drink – smaller units allowed to re-open, including outdoor markets; pubs and restaurants can open outdoor spaces;
3. Phase Three - assumption that virus will have been suppressed; all with physical distancing and hygiene measures in play, no dates.
  - a. Public transport operating full services – peak time travel discouraged;
  - b. Schools open 11 August 2020; phased returns for universities and colleges;
  - c. Remote working remains for those businesses that can; indoor offices including contact centres can reopen;
  - d. Retail, Food & Drink – larger units allowed to re-open. Pubs and restaurants can open in indoor spaces.
  - e. Relaxation of restrictions on accommodation providers (including hotels);
  - f. Museums, Galleries, cinemas can reopen; live events permitted with restricted numbers;
4. Phase Four (final phase) – virus remains suppressed; physical distancing may remain;
  - a. Public transport operating full services;
  - b. Schools, universities and colleges fully open;
  - c. Remote working remains encouraged for those businesses that can but all workplaces can re-open;
  - d. Retail, Food & Drink – all types of units allowed to re-open; shop local encouraged;
  - e. Further relaxation of live events.

## **Approach**

- 3.7 The Plan has been produced within the overarching frameworks and objectives of the Regional Economic Strategy priorities of Innovation, Inclusive Economic Growth, Investment and Internationalisation; the LOIP; the Net Zero Vision for the city and the Strategic Infrastructure Plan – Energy Transition.
- 3.8 A series of workshops and consultations under the themes of ‘Business’, ‘People’ and ‘Place’ were arranged with over 60 Council officers, from across

service areas and clusters. The content was then discussed with external partners and stakeholders so that the Plan reflected not just the Council's proposed response, but also activities delivered by other organisations. These included, VisitAberdeenshire, Aberdeen Inspired, Federation for Small Business (FSB), Aberdeen & Grampian Chamber of Commerce (AGCC), Skills Development Scotland (SDS), Aberdeen Council for Voluntary Organisations (ACVO), Business Gateway and North East of Scotland College (NESCOL). This engagement, has understandably created a focus on practical things that agencies can commit to, in order to support the economic and health recovery of the city and its citizens. For many, however, the sense of hopelessness and fear arising from the current uncertainty is not quite so easily addressed. The People Plan particularly reflects this in an effort to ensure no one is left behind within the city.

- 3.9 Officers have been updating the North East of Scotland Performs economic database with the latest data on the impacts of the current crisis to date. There is always a lag between the effects of a downturn and the corresponding release of data. Therefore a framework of more 'timely' datasets has been added, boosted by the immediately available management information data on the impact on demand for Council services to help shape the Plan.

#### 4. THE IMMEDIATE RESPONSE

- 4.1 The Council set up an Incident Management Team on 16 March 2020 to consider how the Council responds to the crisis. At the same time, a **Business Resilience Group** was formed to coordinate and discuss issues facing businesses and the economy in the immediate build up to a full 'lockdown', and the distribution of financial assistance from the UK and Scottish Governments. This group has been meeting every week and is chaired by Chief Officer City Growth and includes Oil & Gas UK, Opportunity North East (ONE) Food & Drink, FSB, Aberdeen Hotels Association, AGCC, Aberdeen Inspired, Scottish Enterprise, SDS, Business Gateway, VisitAberdeenshire, Invest Aberdeen and Aberdeenshire Council.
- 4.2 So that businesses could access the latest information, advice and guidance as it emerged, a 'business response hub' was set up to support the Business Grants schemes being administered through the Council's Revenues and Benefits and Finance teams. This has handled a total of 1,800 enquiries to date. A specific Covid-19 page was created in the Invest Aberdeen platform to provide consistent and current information to businesses from Council, UK Government, Scottish Government and specific agencies.
- 4.3 At the time of writing, a total of £23.5m has been distributed through 1,900 awards to businesses under the scheme for £10,000 and £25,000 grants (retail, hospitality and leisure). An additional support for newly self employed people has seen smaller grants totalling £324,000 distributed through 162 awards.
- 4.4 On 20 March 2020, the Council and Aberdeen City Health and Social Care Partnership established a joint **Care for People Group** that has overseen the development and delivery of the Aberdeen City Care for People Covid-19

Response Plan to assist vulnerable people to access practical and emotional support, beyond immediate lifesaving activities which are provided by the emergency services.

- 4.5 The Group has overseen the establishment of the Council's Crisis Support Centre and a dedicated Covid-19 web page provides information with a free 24/7 crisis support line available. To date, over 10,000 calls have been received seeking assistance around food, finance, housing, temporary accommodation for homeless people or shielding.
- 4.6 On 1 May 2020, the Lord Provost's Charitable Trust Coronavirus Pandemic Hardship Fund was launched to provide much needed financial support for charities in the city. The Council has also used £800,000 of Scottish Government Funding to develop a food provision strategy, working with CFine, to provide food to people and advice on free school meals.
- 4.7 These efforts have been supported by local community groups and networks of volunteers and over 7,000 volunteers have responded to support the response by and within local communities to the pandemic.

## **5. ANALYSIS OF IMPACT OF COVID-19**

- 5.1 The precise implications of Covid-19 and the additional impact of the coinciding oil price fluctuations on the city's economy are yet to be fully understood. However, in the period since 16 March 2020, it is clear that Aberdeen is facing an even more significant economic shock than previous downturns. There tended to be a lag between these downturns and the effects being seen across economic activity indicators. However, this time we are seeing the immediate consequences on businesses, individuals, young people and a wider impact on the most vulnerable groups in the city.
- 5.2 Public policy has previously been characterised by a focus on easy to measure economic outcome measures an approach that has not accounted for harder to measure elements of what really matters to people's lives. Kindness has tended to be dismissed as irrational and sentimental but in the current situation, Covid-19 has led to spontaneous acts of kindness from individuals, communities, faith groups, private, public and third sector - providing practical help, emotional support and a sense of hope for the future for many.
- 5.3 Using a mix of immediately available management information from within the Council, more timely available economic data and Government forecasts, the impacts are described below and shaped the Plan's response. The data pack is provided in Appendix 1 to this report.

### **Macro effects**

- 5.4 GDP forecasts at a UK and a Scottish level suggest that Scottish GDP will contract by around 7%-14% in 2020. In the Jan-March 2020 period, UK GDP declined by 2%, the biggest quarterly drop in activity since 2008. UK GDP output fell by 20.4% in April 2020, the biggest shock to the economy since

records began. By way of comparison, during the financial crash in 2008/2009, the UK economy fell by no more than 1% in a single month. Covid-19 and the subsequent collapse in global oil demand have placed the North East of Scotland in one of the most vulnerable positions of any region in Europe.

- 5.5 The Scottish Government's Office of the Chief Economic Adviser (OCEA) modelled three scenarios to illustrate the impacts and recovery phases and estimate unemployment rates rising to between 12% and 15% (7% estimated in June 2020).
- 5.6 628,200 Scottish jobs had been furloughed as at 31 May 2020, and this policy could be masking a substantial level of 'effective' unemployment. Indeed the OCEA anticipates that unemployment could take three to six years to return to pre-crisis levels. It estimates that 30% of employment in the city is in more vulnerable sectors such as 'accommodation and food services, education, arts and entertainment', 'manufacturing' and 'administrative, support, health and social work,' which equates to over 50,000 jobs in the city (and 48,000 in Aberdeenshire) operating in more vulnerable sectors.

### **Business**

- 5.7 As of June 2020 approximately 9.1m jobs were furloughed in the UK as part of the UK Government's job retention scheme, around a quarter of the workforce. HMRC figures show that in Aberdeen, 27,700 workers were furloughed, and an additional 29,700 in Aberdeenshire, around a quarter of the workforce. The average net costs of businesses effectively being hibernated are significant, even with financial support available. When furlough ends, the debts incurred by business during lockdown could see actual job losses.
- 5.8 Fraser of Allander Institute's Scottish Business Monitor reports further pessimism amongst surveyed businesses in terms of survival under current levels of trading. June 2020 FSB Survey Data on businesses in the north east corroborates the Scottish picture with 20% of businesses failing or facing significant difficulties paying suppliers, 15% struggling to make property payments and 10% applying for Universal Credit. The impact is expected to intensify in the next three months and lead to a quarter of businesses making staff redundant, 4% reducing/cancelling exports and 15% selling assets.
- 5.9 A quarter have relied on additional borrowing from bank overdrafts, 8% have borrowed from friends and family and 12% have relied on credit cards, compared to the 10% that have applied to the Coronavirus Business Interruption Loan Scheme (CBILS).
- 5.10 There has been over a third fewer businesses start-ups in the city during the first four months of this year compared with the corresponding period of last year.

### **People**

- 5.11 As of May 2020, using the latest available data, there were 14,500 universal credit recipients in Aberdeen, an increase of 82% on March 2020 data – an

additional 6,500 people. Within these figures, there has been a significant increase in working age applications beyond existing priority intermediate zones within the city that has not been as apparent in previous downturns. More than 3,000 job losses have already been posted from Partnership Action for Continuous Employment (PACE), from companies operating across all sectors of the city economy. Oil and Gas UK estimate 30,000 jobs in the sector could be lost in the UK (that could equate to 8,500-10,000 losses in NE Scotland). This in turn is likely to have a disproportionate effect on the following groups:

- Young people – employees aged under 25 more likely to work in a sector that is shut down and likely to be financially vulnerable prior to COVID-19;
- Women – more likely to have care responsibilities which may make it hard to maintain employment. More likely to work in shut-down sectors such as retail, accommodation and food services, and tend to be lower earners;
- Low earners – less likely to be able to work from home and a large proportion work in the hardest hit sectors. Reductions in pay are likely to put significant pressure on household incomes;
- Lone parents – More likely to be financially vulnerable prior to COVID-19. More exposed to reductions in earnings/job losses than those with partners and less likely to be able to share childcare and to be unable to work as a result;
- BAME groups – disproportionately impacted in previous recessions, and this may be repeated, especially given a higher proportion employed in the tourism, leisure, hospitality and retail sectors;
- Disabled people – known to earn less on average than non-disabled people so a reduction in income may be particularly harmful. More likely than non-disabled people to work in areas experiencing more damaging impacts;
- 50+ years – amongst the more deprived of working age people as they often struggle to re-enter the labour market.

## **Place**

- 5.12 As would be expected, weekly city centre footfall has fallen by almost 75%, from around 450,000 pre lockdown to 100,000 in the April-May period. In the most recent week, there has been a modest increase as lockdown measures begin to ease, and reflecting the Spaces for People project.
- 5.13 This has seen hotel occupancy collapse and it is likely that cities will have to operate at a reduced capacity. A collapse in demand (both domestic and commercial), over provision and very weak short-term growth projections are all significant challenges for the sector. The implications of a reduced or '90% city' on the commercial sector will be significant and the challenge for businesses will be how to operate with similar cost bases but reduced sales.
- 5.14 In looking at the Council's visitor attractions – Museums and Art Gallery, City Events and the Beach Ballroom – officers anticipate that there will be a substitution of visitors to more local and regional markets. In the short term these attractions continue to be showcased on digital platforms and the priority will be to convert this interest to physical visits in Phase 3+. Some businesses

and city centre occupiers will not restart until the conditions for a Phase 3 or Phase 4 reopening have been met.

- 5.15 Lockdown has seen some environmental benefits as pollution and carbon in the atmosphere has reduced. Comparison of mean NO<sup>2</sup> emissions for the April-May 2020 period compared to 2019 indicate reductions at Anderson Drive (47%), Market Street (58%), Union Street (51%) and Wellington Road (59%).
- 5.16 Focussing on health and resilience, analysis of the Council's management information data indicates that over 10,000 calls have been made to the crisis line with 23% relating to financial assistance/ advice, 26% relating to food provision and 17% shielding. There has been increased applications for crisis grants (102% increase), free school meals, council tax and housing rent reliefs.
- 5.17 There were 360 Homeless Applications received in the Feb-May period and homeless services continue to see strong demand for all provision, including the Out-of-Hours service, with an upwards trend in the latter part of the monitoring period.
- 5.18 In addition to this quantitative analysis, officers have been participating in national discussions and webinars with businesses and stakeholders on the impacts of Covid-19. A number of wider effects that have been raised are noted below:
- How cities think about work and jobs – reflecting not just physical distancing, but flexible working, indoor workplaces (offices), the place of work and potential implications in terms of families, care and childcare and home vs office working;
  - The 'value' of jobs and the critical roles in response to the crisis tended to be in lower paid occupations – distribution, warehousing, care, retail etc;
  - The importance of supporting digital infrastructure has never been clearer – it has enabled people and businesses to continue to work under lockdown as well as providing vital community support and social interactions;
  - Information, advice and guidance – providing clarity and confidence to businesses and visitors to start going back into city centres;
  - Third-party/ external funding – anticipated pressures around forward funding of a number of stakeholder organisations in the city;
  - There is uncertainty amongst city centre sectors particularly on whether businesses could return while adhering to physical distancing measures. The differences between Scottish Government and UK Government approaches to a phased opening may be a concern.

## **6. ACTION PLAN**

- 6.1 The plan focuses on a short term 'rescue response' to the immediate effects of the economic crisis. From the analysis of the effects to date, there is a change in priorities and its main goals are less about growing the economy or increasing value, but thinking about health, community and ensuring that people can access employment.

- 6.2 Going beyond the 2020/21 life of this Plan, there will be a shift in focus towards medium and longer term recovery actions, and, for Aberdeen, continuing to make the case for investment in a ‘green recovery’ as highlighted in the Strategic Infrastructure Plan – Energy Transition. For the city region, investing in areas of opportunity such as the oil and gas sector that in turn will be the foundation for energy and renewables investment, will be an important part of the economic recovery plans to support the Regional Economic Strategy.
- 6.3 The quantitative and qualitative data above has informed the production of the actions in the Plan, which is provided as Appendix 2 to this report. The overall purpose is to minimise the harm and impacts of the current crisis where possible. At the same time, it provides an opportunity to anchor existing inclusive economic growth and LOIP priorities by focusing on the needs of local business and communities.
- 6.4 Specific actions have been developed under the respective ‘business’, ‘people’ and ‘place’ themes. Table 1 below summarises the plan.

**Table 1 – Socio Economic Rescue Plan 2020/21 - Summary**

<b>Theme</b>	<b>Interventions</b>	<b>Rationale</b>
<b>Business</b>	General Response – 10 actions Tourism, Leisure & Hospitality – 6 actions Job Retention/ Creation – 5 actions	Providing support to business and alleviating cashflow pressures; supporting city centre sectors to respond to new digital and local markets  Using infrastructure investment to support business growth
<b>People</b>	Supporting Young People – 7 actions Community Spaces – 2 actions Job Retention/ Creation – 4 actions Workforce Development – 9 actions Wellbeing – 14 actions	Active labour market responses essential to keep people actively engaged and earning, enabling the most at risk groups particularly to avoid longer term effects on society.  Using infrastructure investment to support employability
<b>Place</b>	Safe Zones – Physical Distancing – 7 actions Transport – 4 actions Shop, Visit, Eat, Local – 4 actions Economic Strategy/ CCMP – 5 actions	Delivery of the Spaces for People project, and the supporting activity to maximise the benefits of that programme  Emphasis on climate change and the Net Zero Vision

<b>Theme</b>	<b>Interventions</b>	<b>Rationale</b>
		'Buy Local' campaigns and linking Aberdeen Art Gallery and Events

- 6.4 It is proposed that the overall programme will need to be phased depending on the Scottish Government's guidance on movement from one phase to the next.
- 6.5 Early engagement with the Scottish Government, SDS, SE and the Business Gateway will be critical to developing any new approach to deliver priority actions and the financial implications of these.

### **Governance**

- 6.6 The Plan is an immediate and dynamic response to the impact of Covid19, and aligns to the LOIP strategic themes of Economy, People, Place. While it focuses on immediate actions, there is an opportunity for it to inform the scheduled refresh of the LOIP in 2021. It is therefore proposed that scrutiny and oversight of the implementation of the Plan is done through the Community Planning Aberdeen (CPA) Board.
- 6.7 As such, CPA Outcome Improvement Groups provide an established structure to drive delivery, while many of the actions will be delivered by members of Aberdeen Prospers, Integrated Children's Services, Resilient Included, Supported Group or the Sustainable City Group. However delivery will need to have input from wider stakeholders that are not currently represented within these groups. Therefore a 'short life' working group (the Socio-Economic Rescue Plan Implementation Group) is proposed to be formed from within organisations already on Aberdeen Prospers, augmented by representatives from the Business Resilience Group, in order to drive delivery of the Plan across all three themes, as indicated in Table 2 below.
- 6.8 The remit of the Group will be to provide a coordinated and collaborative approach to implementing the Plan within the CPA Outcome Improvement Groups, the Council and with external stakeholders and partners.

**Table 2 – Socio-Economic Rescue Plan – Implementation Group**

<b>Implementation Group Membership</b>
Aberdeen City Council – City Growth, Schools & Communities
Representative from the Urban Realm Task Group (Spaces for People project)
SDS
CFINE
NESCOL
SE
ACVO
Business Gateway (Elevator)
Culture Aberdeen
Aberdeen Inspired – City Centre Manager

<b>Implementation Group Membership</b>
AGCC – Policy Manager
FSB – Regional Lead
VisitAberdeenshire

6.9 It is proposed that each Action Plan programme area is assigned a Senior Responsible Officer to oversee the operational delivery and ensure that progress by other Council teams, or external partners is reported to the Group and the CPA Board. Given that the Plan is a short term response, it is recommended that the Group meets on a monthly basis, subject to review. As the Plan progresses some actions may be reflected and ‘mainstreamed’ in the refreshed LOIP, the Regional Economic Strategy and the associated governance arrangements where appropriate.

## **7. BUSINESS CHARTER**

7.1 Included in the Plan (Business Theme) is a proposal for an Aberdeen City Council Business Charter. It is provided as Appendix 3 to this report. It aims to continue to make Aberdeen an attractive place to do business and sets ‘standards’ for responsible business and developing people and skills.

7.2 To take forward the Council’s Administration priorities, the Charter sets out how the Council as a whole will support businesses through delivery of its ‘business facing’ activities and roles (for example, economic development, planning, licensing, environmental health, trading standards, procurement etc). It has also been developed to reflect the urgency with which these services need to respond to support businesses’ response to the economic downturn.

7.3 It affirms the Council’s commitment to delivering services to businesses in the city that are fast and to the highest standard. It sets out what business customers may expect from the Council, and what the Council expects from business customers. As well as covering business facing services, it also notes the value of the goods and services bought in by the Council and how its spending power through its revenue and capital budgets can support local businesses. Further, while in year savings through procurement activity are being considered within the Council’s budget reporting, any decisions will be informed by an assessment of any business risks to the local supply chain. Consideration of local market will feature in any contract redesigns in future in order to meet the objectives of the Plan.

7.4 Feedback from a small sample of businesses and representative groups has been reflected in the drafting of the Charter.

## **8. FINANCIAL IMPLICATIONS**

8.1 Covid-19 has seen an unprecedented policy response by the UK and Scottish Governments. In terms of the overall financial implications, the Fraser of Allander Institute estimates a 2020/21 deficit of between £200-£500bn. In turn this will have significant implications for public finances going forward. The

Institute estimates that there is a possibility that Scotland will be worse affected than elsewhere in the UK. The financial implications to the Council of the impact of Covid-19 are significant and a report on this is provided elsewhere on the agenda for this committee.

- 8.2 There are no financial implications on the Council's budget approved on 3 March 2020. In the immediate term, and to support delivery of the response within the People Theme, 5 fte employability key workers, fully funded by Scottish Government, will be recruited. Any other staffing implications would be considered within the Council's established procedures. Other Council resources will be aligned to the actions from across clusters in the Council.
- 8.3 Where the Plan highlights other external funding, this may include monies already secured and deployed, for example, parental employability funding. However, the Plan also highlights other potential sources of funding that could be applied for to progress any of the actions. The Council's External Funding Team will support the applications and leverage of third party funding.
- 8.4 There are no direct resource implications arising from the development of the Council's Business Charter as it is assumed that any costs will be met within existing staffing budgets.

## 9. LEGAL IMPLICATIONS

- 9.1 There are no legal implications arising from this report.

## 10. MANAGEMENT OF RISK

Category	Risk	Low (L) Medium (M) High (H)	Mitigation
<b>Strategic Risk</b>	Covid-19, oil and gas downturn, and the impact of Brexit could last longer than anticipated	M	The formation of the Implementation Group and certain actions within the Plan may mitigate against these risks.
	There is a risk that Lockdown measures need to be re-introduced depending on the success of progressing across the Four Phased Approach	M	UK and Scottish Government support in progressing strategic actions.
<b>Compliance</b>	The Council is not complying with physical distancing and hygiene measures	L	Information, advice and guidance and staff training will be given when Beach Ballroom and AAGM

Category	Risk	Low (L) Medium (M) High (H)	Mitigation
			<p>tourism assets are safe to open</p> <p>Advance information and guidance for event attendees and plan for visits.</p>
<b>Operational</b>	<p>Resources within the City Growth and supporting clusters are not sufficient to respond</p> <p>Health and Safety of staff, users and the public;</p> <p>Council premises and social distancing</p>	M	<p>Information, advice and guidance and staff training will be given when Beach Ballroom and AAGM assets are safe to open</p> <p>Home working for staff wherever possible, changes to offices to accommodate physical distancing</p>
<b>Financial</b>	<p>Budget pressures - costs of developing/ implementing actions.</p> <p>Lack of funding mechanisms to implement actions.</p>	M	<p>Repurposing of existing budgets</p> <p>Most actions have been designed to be delivered within existing staffing resources</p>
<b>Reputational</b>	<p>Failure to respond to the crisis and delaying a response</p>	L	<p>This Plan and Governance provides the Council with an opportunity to lead a coordinated city-wide response</p>

## 11. OUTCOMES

<b><u>COUNCIL DELIVERY PLAN</u></b>	
	<b>Impact of Report</b>
<b>Aberdeen City Council Policy Statement</b>	The proposals within this report support the delivery of following Policy Statement objectives – economy; people and place in support of the Regional Economic Strategy and the LOIP. The employability responses in particular align to existing priorities around Developing the Young Workforce. The Place

	<p>actions are all contributing to active travel and transport plans.</p> <p>The proposal to develop a Council Business Charter reflects the core vision of the Target operating model and the Guiding Principles of the Council – in particular the ‘customer first’ approach.</p>
<b>Aberdeen City Local Outcome Improvement Plan</b>	
Prosperous Economy Stretch Outcomes	The proposals aim to provide as much support to businesses in the immediate response to Covid-19 and to mitigate where possible against permanent job losses in the city. They are therefore unlikely to generate increased employment in support of the LOIP target to grow jobs by 10% in priority sectors.
Prosperous People Stretch Outcomes	The proposals aim to support health and wellbeing outcomes in the Children & Young people and Adult stretch outcomes.
Prosperous Place Stretch Outcomes	The proposals support the poverty and active travel stretch outcomes
<b>Regional and City Strategies</b>	The Socio-Economic Action Plan supports activities to support business and inclusive economic growth in the Regional Economic Strategy and Regional Skills Strategy, and the Local Development Plan ‘triple aims’ of economic sustainability, public health priorities and the LOIP.
<b>UK and Scottish Legislative and Policy Programmes</b>	The report aligns to the Scottish Government’s Covid-19 emergency legislation and the Phased Approach to post-lockdown.

## 12. IMPACT ASSESSMENTS

Assessment	Outcome
<b>Impact Assessment</b>	Equality Impact, Fairer Scotland, and Environmental Impact Assessments attached/will be developed as part of the implementation of the Plan.
<b>Data Protection Impact Assessment</b>	Not required

### **13. BACKGROUND PAPERS**

- 13.1 [Scottish Government Coronavirus Framework for Decision Making – Scotland’s Route Map out of the crisis.](#)
- 13.2 Council Urgent Business Committee – Financial Resilience - COVID-19 - RES/20/091, 6 May 2020.
- 13.3 Council Budget - General Fund Revenue Budget and Capital Programme 2020/2021 - RES/20/065, 3 March 2020.

### **14. APPENDICES**

- 14.1 Appendix 1 – Socio-Economic Rescue Plan – Data Pack
- 14.2 Appendix 2 – Socio-Economic Rescue Plan
- 14.3 Appendix 3 – Business Charter – Aberdeen City Council

### **15. REPORT AUTHOR CONTACT DETAILS**

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# Aberdeen City Council – Socio Economic Rescue Plan

Page 39



INVEST  
**ABERDEEN**

**Data Pack**  
**June 2020**

# Macro effects

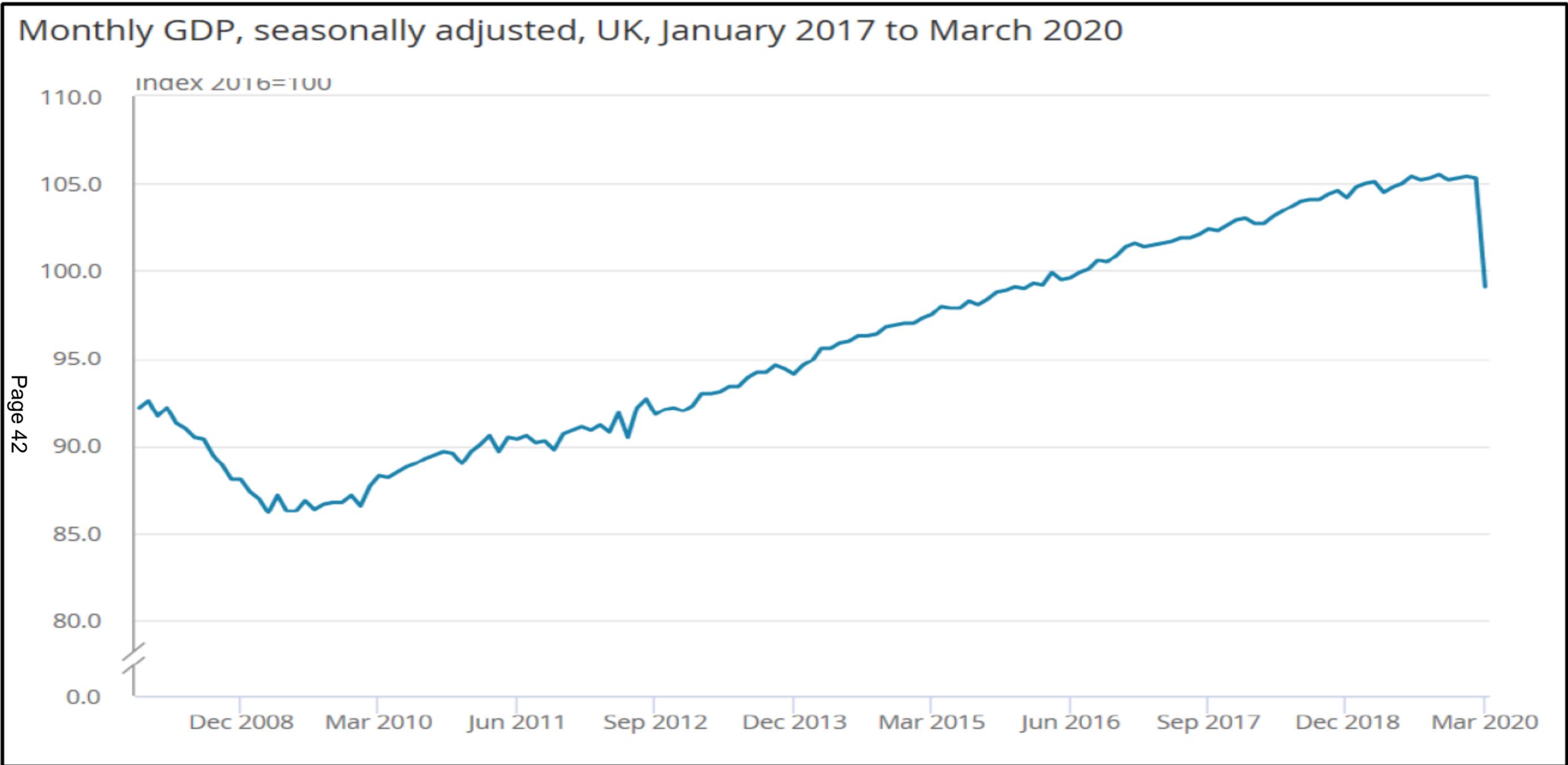
# GDP Forecasts

Forecaster	Detail
Bank of England	UK GDP down 14% in 2020
Scottish Government	Scottish GDP down 12% in 2020, Scottish GDP down 33% in Q2 2020
OBR	UK GDP down 13% in 2020, UK GDP down 35% in Q2 2020
Fraser of Allander	Scottish GDP down 20-25% in Q2 2020
EY	UK GDP down 6.8% in 2020
KPMG	UK GDP down 8.2% in 2020

Scottish GDP to contract by around a quarter to a third in Q2 2020 and by 7%-14% in 2020.

Bank of England's forecasts activity picks up late 2020 and into 2021 after social distancing measures are relaxed, although it does not reach its pre-Covid level until late 2021. Scottish Government forecasts that pre-Covid output levels may not be reached until early 2023.

# GDP Actual Data



Page 42



INVEST  
**ABERDEEN**

# GDP Actual Data January to March 2020

The latest ONS GDP data for the first quarter of 2020 (Jan to March) as well as the monthly GDP data for February to March provides the first direct indication of how COVID-19 has affected the UK economy. Key findings are:

- Over the first quarter (Jan-March) UK GDP declined by 2%, the biggest quarterly drop in activity since Q4 2008.
- Overall GDP fell by 5.8% in the month of March, the largest fall since monthly records began in 1997, reflecting record widespread falls in services, production and construction output.
- Service sector output fell by 6.2% in March, the largest monthly fall since records began in January 1997. All but one (public administration) service subsectors experienced a decline, with Accommodation and Food Services experiencing the largest fall in output (-31%).
- Production sector (manufacturing and energy) output declined 4.2% in March 2020. Manufacturing sector output (which makes up 75% of production) was down -4.6%. Construction sector output fell by 5.9% in March.

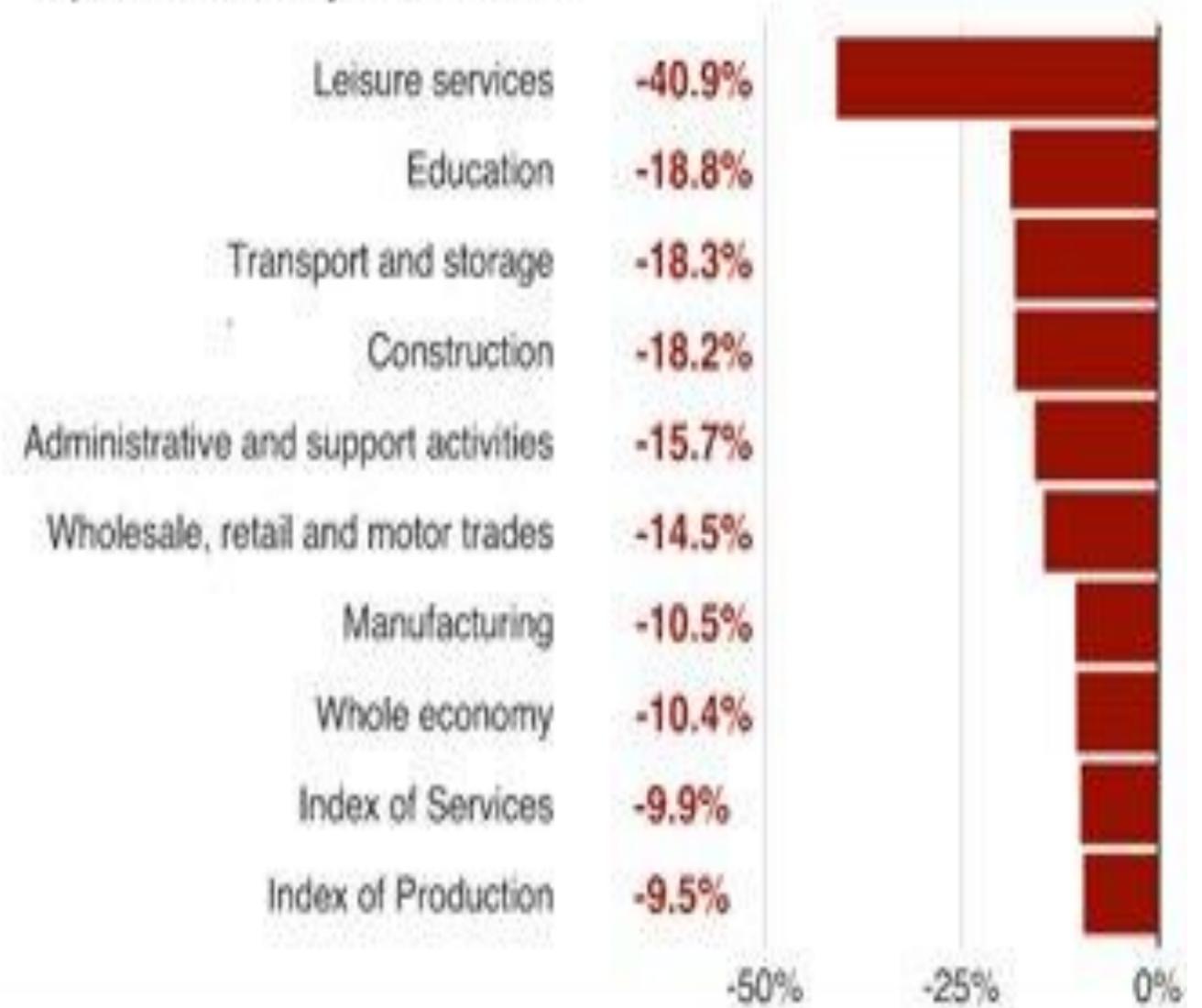
# GDP Actual Data April 2020

Monthly GDP data for March to April shows how COVID-19 has affected the UK economy. Key findings are:

- The fall in GDP in April 2020 is the biggest shock to the economy since records began. UK GDP output fell by 20.4% in April 2020. By way of comparison, during the 2008-2009 recession the UK economy fell by no more than 1% in a single month.
- Sectors most likely to be impacted are shown below and include leisure, education, transport, etc. These sectors are mostly affected by social distancing, but others such as administration have a high proportion of women with dependent children.

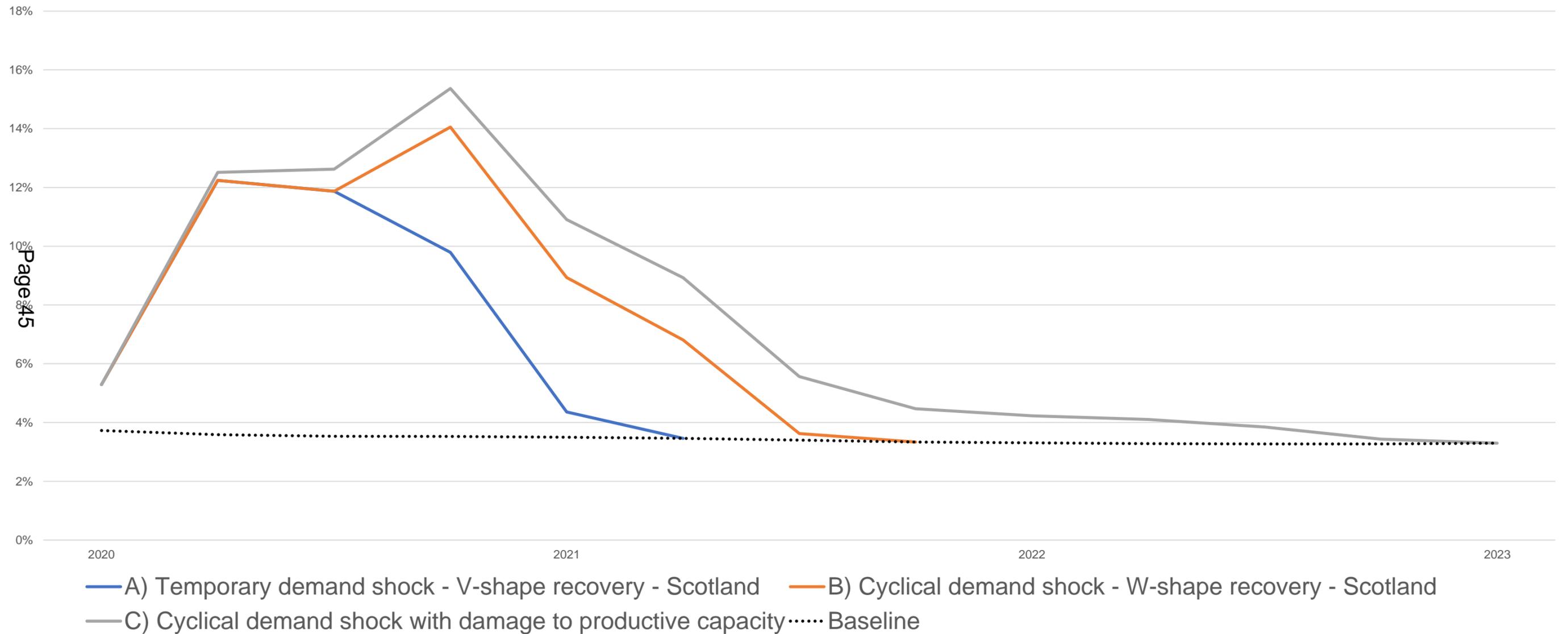
## Widespread contractions across the economy

Top 10 sectors by contraction



# Labour Market Forecasts

*Profile of the Scottish Unemployment Rate under the Illustrative Scenarios*



# Labour Market Forecasts

Scottish Government modelled 3 scenarios to give illustration of impacts and recovery:

- A temporary V shaped shock – with unemployment rising to around 12% and falling back to normal levels by around Q2 of 2021
- A W shaped recovery – with unemployment rising to around 14% and recovering by around Q4 2021
- Longer-term damage with scarring effects (an L shaped recovery), with unemployment rising to around 15% before slowly recovering

The degree of uncertainty is large – we don't know if the medium term impact will take years for the labour market to return to pre-pandemic levels like after the financial crisis, or if it might bounce back much quicker.

# Expected Impact on Sectors

- SG analysis was carried out to identify the sectors in Scotland's labour market which are at highest risk.
- **Accommodation & food services, Education and Arts, entertainment & recreation** most affected by Social Distancing Guidance and given automatic **RED** RAG rating.
- **Manufacturing** also at **RED** risk through high COVID-19 absence rates & existing labour supply shortages.
- **Public Admin & Defence** at **RED** risk through high proportion of women with dependent children.
- **Administrative & support services, Health & social work and Other Services** at **RED** risk through high proportion of women with dependent children but also existing labour supply shortages.

Sector	International Supply	International Demand	Domestic Demand	Labour Market Disruption
Agriculture, forestry and fishing	y	a	y	y
Mining and Quarrying Industries	y	a	a	y
Manufacturing	r	r	a	r
Electricity & Gas Supply	y	y	y	a
Water Supply & Waste Management	y	y	y	y
Construction	y	y	r	r
Retail & wholesale	y	y	r	r
Transport & Storage	y	y	a	a
Accommodation & food services	y	a	r	r
Information & Communication	a	y	y	y
Financial & Insurance Activities	y	y	y	a
Real Estate Activities	y	y	y	a
Professional, Scientific & Technical Services	y	a	y	a
Administrative & Support Services	y	y	a	r
Public Administration and Defence	a	y	y	r
Education	y	a	y	r
Health and Social Work	a	y	y	r
Arts, entertainment and recreation	y	y	r	r
Other Services	y	y	a	r

For Labour Market Disruption, RAG ratings were determined by a) COVID-19 absence rates, b) Existing labour supply shortages c) Women with dependent children (due to school closures) and d) Sectors affected by Social Distancing guidance

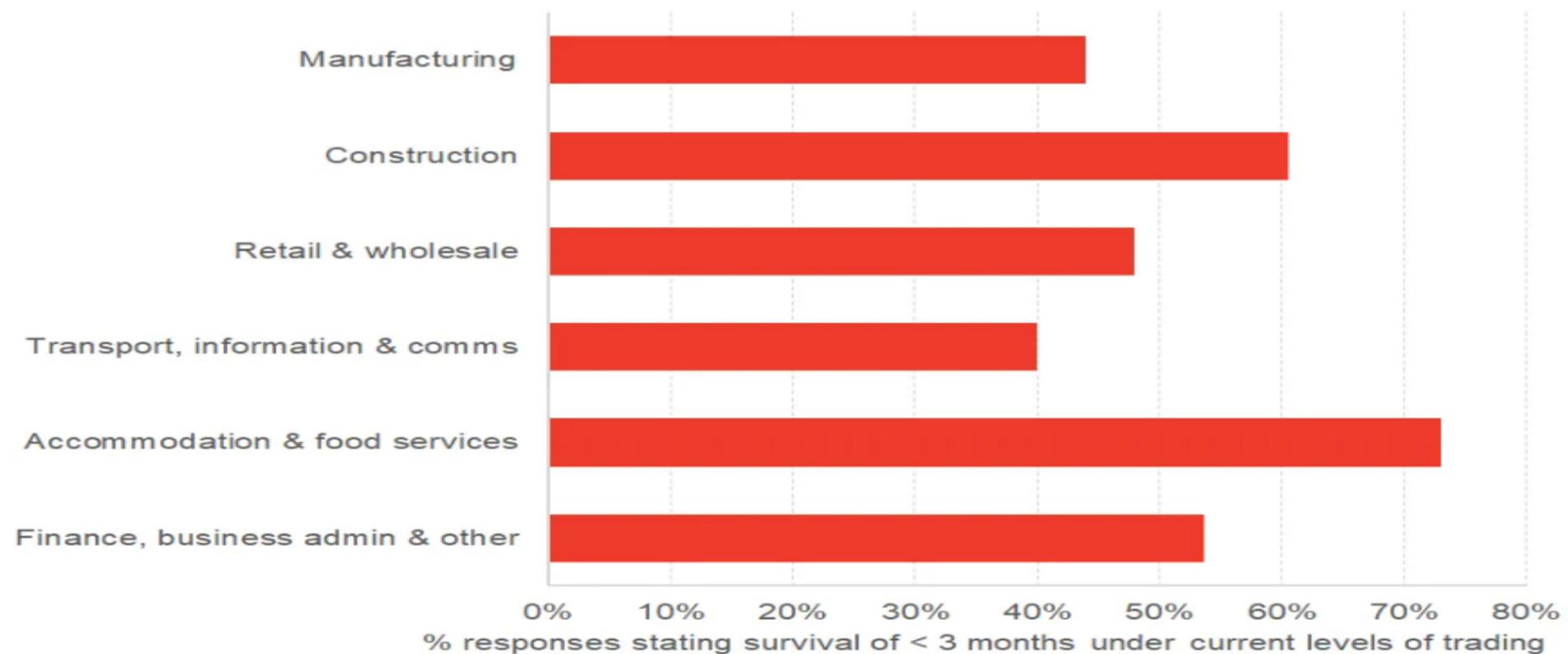
# Business



# Access to Business Finance

Fraser of Allander Scottish Business Monitor Survey asked how long businesses in Scotland could survive under current levels of trading. Of those who knew, 54% said 'less than three months' while a further 32% said they could survive for 'four to six months'. This result are driven by small businesses. Accommodation and food services and construction firms in Scotland are particularly cash strapped.

**Chart:** Percentage of responding businesses stating their business can survive less than three months under current levels of trading, by sector

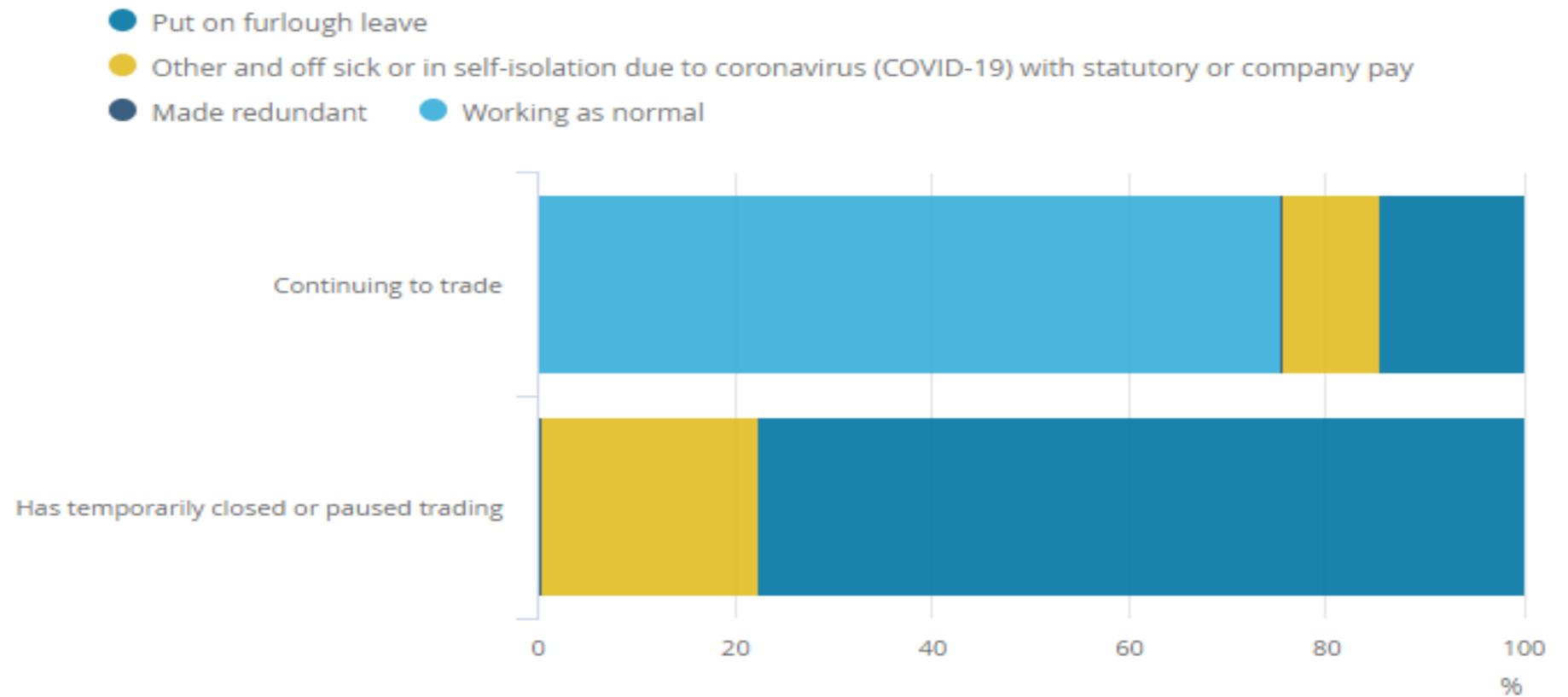


# Furlough UK

Latest ONS data for the UK suggests 14% of the workforce in businesses that continued trading and 78% in businesses that had temporarily closed had been furloughed.

Page 50

Proportion of the workforce by working arrangements, for responding businesses that were still trading or had temporarily paused trading, UK, 23 March 2020 to 5 April 2020



# Furlough UK & Aberdeen

Approximately 9.1 million jobs have been furloughed in the United Kingdom as part of the government's job retention scheme. There have been 27,700 furloughed employees in Aberdeen and 29,700 in Aberdeenshire, around a quarter of those in employment.

Particular high furloughed sectors include accommodation and food services, hospitality, manufacturing and retail. Over 90% of employees of accommodation and food companies that have paused trading have been furloughed (84% of employees of all companies). Of businesses continuing to trade, 19% of the workforce had been furloughed in the period 6 April to 19 April 2020.

# COVID-19 Business Support Grants

As at 16<sup>th</sup> June, Aberdeen City Council had released a total of 2,062 Small Business and Retail, Hospitality & Leisure, (Phases 1 and 2) and Newly Self-Employed Hardship grant payments, to a value of £23.8m , from the Business Support funding streams announced by the Scottish Government, to eligible businesses in the City.

Grant Stream	No of Grants Awarded	Value (£)
Small Business/RH&L	1,900	£23,468,750
Newly Self-Employed Hardship	162	£324,000
<b>Total</b>	<b>2,062</b>	<b>£23,792,750</b>

Page 52

Almost a third of grants are to accommodation and food services, with more than a fifth to the arts and entertainment sector and around a sixth of payments released are to the retail sector.



# Business Start-ups in Aberdeen

Small Business Start-ups	April 2020	Monthly comparison	Yearly comparison	YTD comparison
Aberdeen City	36	-58.1%	-69.0%	-34.3%
Scotland	674	-63.9%	-72.5%	-30.8%

Legal Status Start-ups	April 2020	Monthly comparison	Yearly comparison	YTD comparison
Limited Companies	26	-57.4%	-69.4%	-37.6%
Sole Traders	7	-63.2%	-66.7%	-28.8%
Other For Profit Start-ups		0.0%	0.0%	-66.7%
Commercial Enterprises	33	-58.8%	-68.9%	-36.4%
Not For Profit	3	-50.0%	-70.0%	-12.8%
Total	36	-58.1%	-69.0%	-34.3%

Top 3 Industries	April 2020	Monthly comparison	Yearly comparison	YTD comparison
Real estate, professional services & support activities	11	-64.5%	-78.8%	-43.1%
Wholesale & retail trade	7	-30.0%	-22.2%	-40.4%
Recreational, personal & community service	6	-45.5%	-60.0%	19.5%

# Business Start-ups in Aberdeen

34.3% fewer businesses start-ups in Aberdeen City during the first four months of this year compared with the corresponding period of last year

This growth rate ranks Aberdeen City at 22 out of the 32 Scottish districts.

The make up of start-ups is Limited Companies 72.2%, Sole Traders 19.4%, Other For Profit Start-ups (mainly Partnerships) 0.0% and Not For Profit 8.3%.

The top 3 industries account for 66.7% of the starts.

# Restarting the Economy

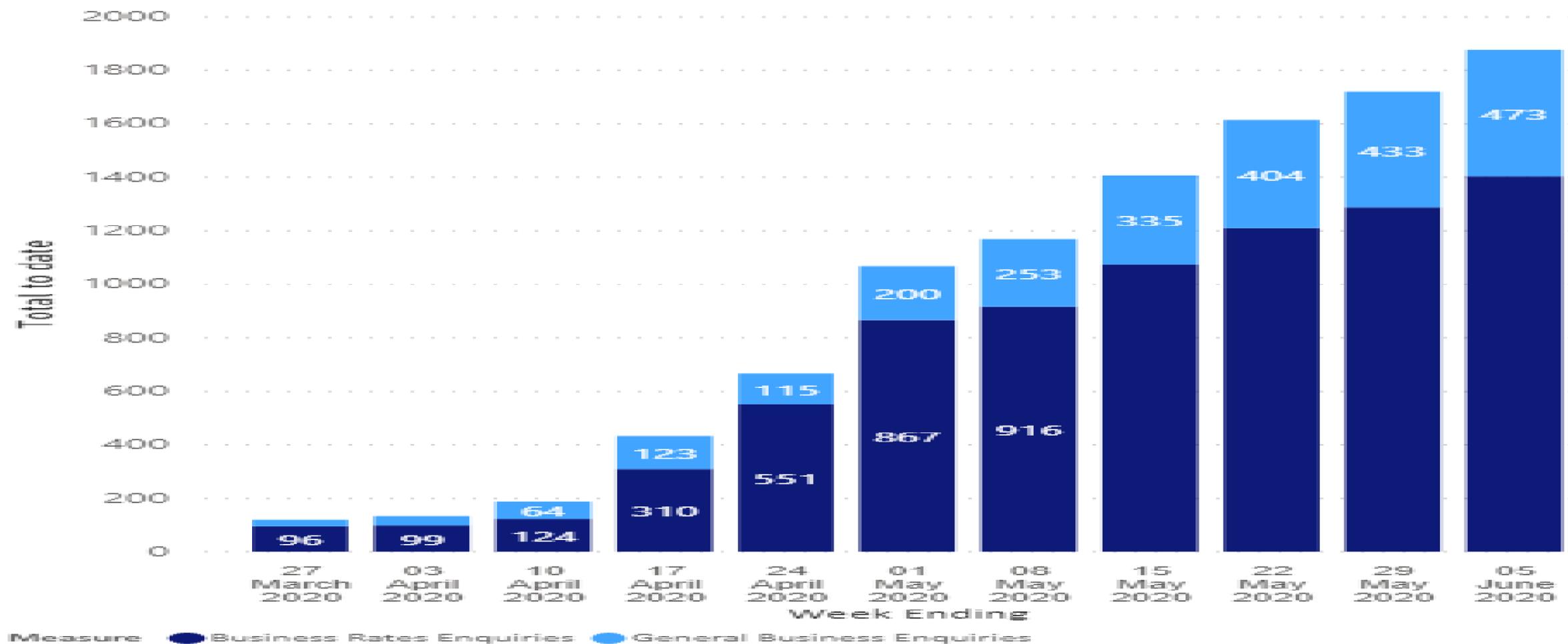
The Glasgow Chamber of Commerce survey in April of over 200 Glasgow businesses on the impact of COVID-19 reported that:

- Almost half of companies are not confident that they could return to work under current social distancing rules.
- 21% said they could not operate under the rule that says people must stay two metres apart (social distancing), with 24% saying they didn't know if they could due to staff having to work closely together or trading space being too tight.
- Further government guidance is needed on how companies can operate under social distancing.
- Longer-term support is needed including a tapering of the Job Retention Scheme to avoid redundancies. 57% of respondents asked for the retention of the scheme, while 63% of companies were using it.

# ACC: Business Response Hub Enquiries

Overall Business Enquiries addressed by the Council's Business Response Hub have increased tenfold since the crisis began with around 75% of these about business rates. As at 5<sup>th</sup> June, there had been a total of 1,876 enquires received (1,403 relating to business rates and 473 general business queries)

General Business and Business Rates Enquiries (Allocate...



# People



# Unemployment Forecasts in Aberdeen

Proofed Unemployment Calculation; Jan 2019-Dec 2019			
	Aberdeen City	Aberdeenshire	Aberdeen City & Shire
Economically Active Aged 16 Plus	132,400	142,200	274,600
Unemployment aged 16 plus	4,200	3,800	8,000
Unemployment Rate	3.2%	2.7%	2.9%
5 % Unemployment Range	6,620	7,110	13,730
10% Unemployment Range	13,240	14,220	27,460
15% Unemployment Range	19,860	21,330	41,190

Page 58

Over 30,000 jobs are estimated to be at risk in Aberdeen. Unemployment is likely to rise considerably beyond 10% this year.

Oil and Gas UK estimate **30,000 jobs in the sector in the UK** could be lost as a result of the coronavirus pandemic and the low oil price with around a third of these in the North East.

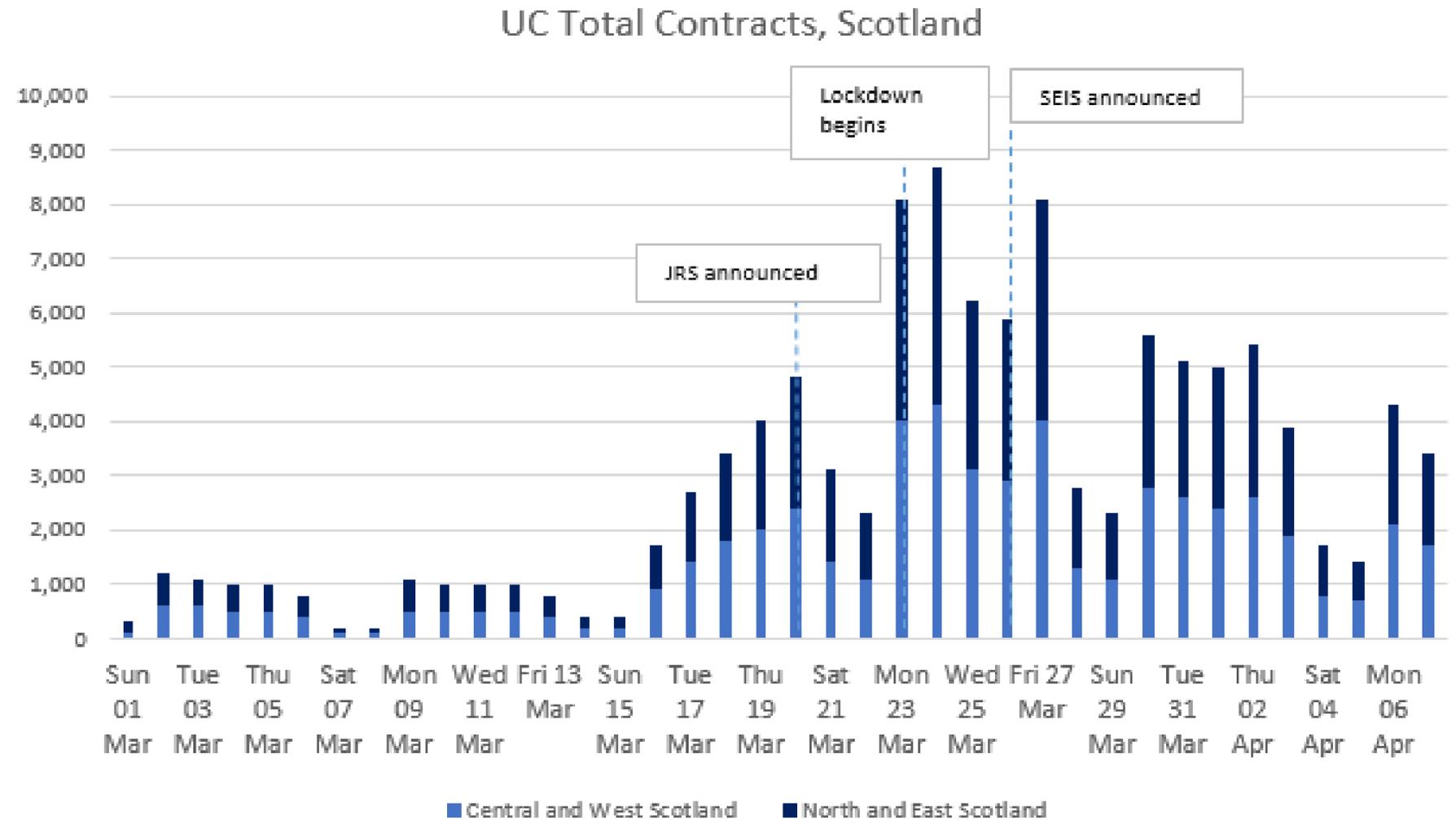


# Sharp Rise in Universal Credit Claims in Scotland

The impact of COVID social distancing measures had an immediate impact on the labour market.

- From 1<sup>st</sup> March new UC claimants in Scotland rose from a daily average pre-crisis of 800 to a peak of 8,700 on 24<sup>th</sup> March. Totalling almost 100,000 over the period 16<sup>th</sup> March to 7<sup>th</sup> April.

Source: ONS, BICS Survey Results, April 2020



Source: DWP, Apr 2020

# Universal Credit in Aberdeen & Scotland

## People on Universal Credit (In employment and not in employment) Aberdeen City & Scotland, 2020

	Aberdeen City	Scotland
<b>March 2020</b>	7,966	264,117
<b>April 2020</b>	11,815	373,526
<b>May 2020</b>	14,516	440,229
<b>Percentage Increase (March-May)</b>	82.2%	66.7%

# Expected Impacts on Groups of People

**Younger people** – employees aged under 25 more likely to work in a sector that is now shut down. More likely to be financially vulnerable prior to COVID-19.

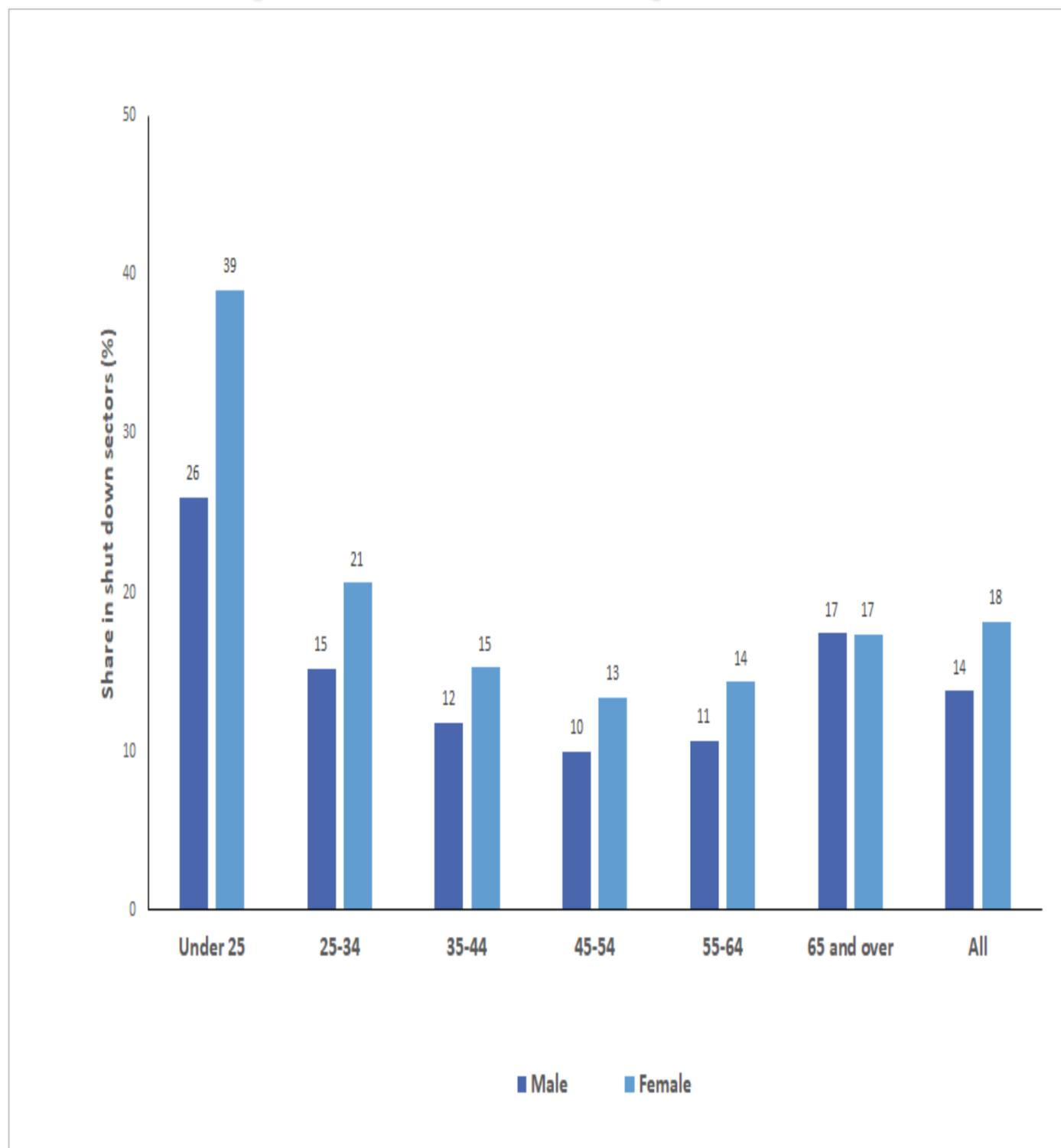
**Women** – more likely to have caring responsibilities which may make it hard to maintain or take on employment. More likely to work in shut-down sectors such as retail, accommodation and food services. Earn less on average than men so a reduction in income may be particularly harmful.

**Low earners** – less likely to be able to work from home and a large % work in the hardest hit sectors. Reductions in pay are likely to put significant pressure on finances.

**Lone parents** – More likely to be financially vulnerable prior to COVID-19. More exposed to reductions in earnings/job losses than those with partners and less likely to have someone to share childcare with and may be unable to work as a result.

**Minority ethnic people** – disproportionately impacted in previous recessions, and this may be repeated, especially given a higher % of the visible minority ethnic population work in the hospitality industry.

**Disabled people** – known to earn less on average than non-disabled people so a reduction in income may be particularly harmful. Slightly more likely than non-disabled people to work in areas experiencing damaging impacts from restrictions.

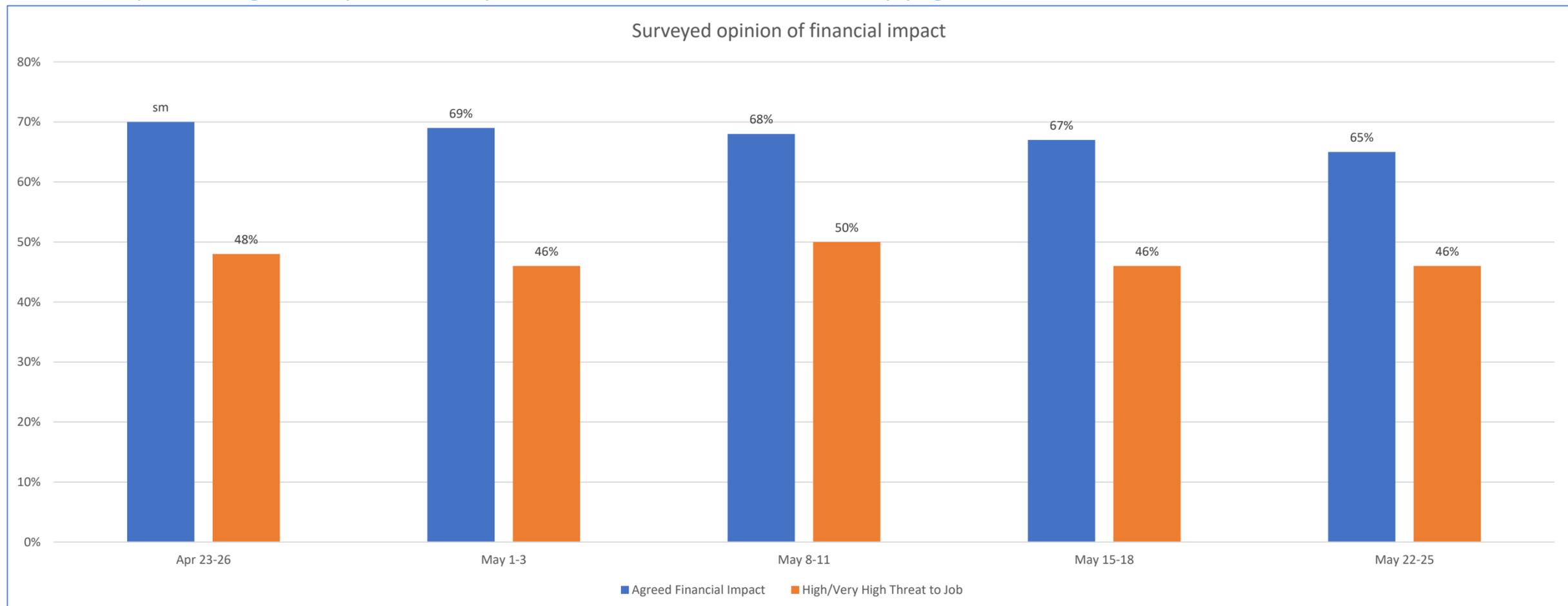


Source: Annual Population Survey, Jan-Dec 2019, ONS.  
Notes: Employees only, excludes workers in full-time education

# Public Attitudes to Coronavirus- Economic Impacts

The Scottish Government, on the 12th June, as a follow-up to previously released information, published a detailed report outlining the outcomes from recent surveying of public attitudes on the impacts of Coronavirus. The following table outlines surveyed opinion in Scotland during May in respect of perceptions around financial and employment impacts from Coronavirus. This captures the % of respondents who agreed that coronavirus involved personal financial consequence and expressed an opinion that their job or business was either at Risk or very High Risk. From the same report, 24% of respondents were very/extremely concerned that they would be able to pay their bills, 22% were similarly concerned about their continued employment, and 25% were concerned that they would be able to provide for their household.

Source: <https://www.gov.scot/publications/public-attitudes-coronavirus-summary/pages/5/>

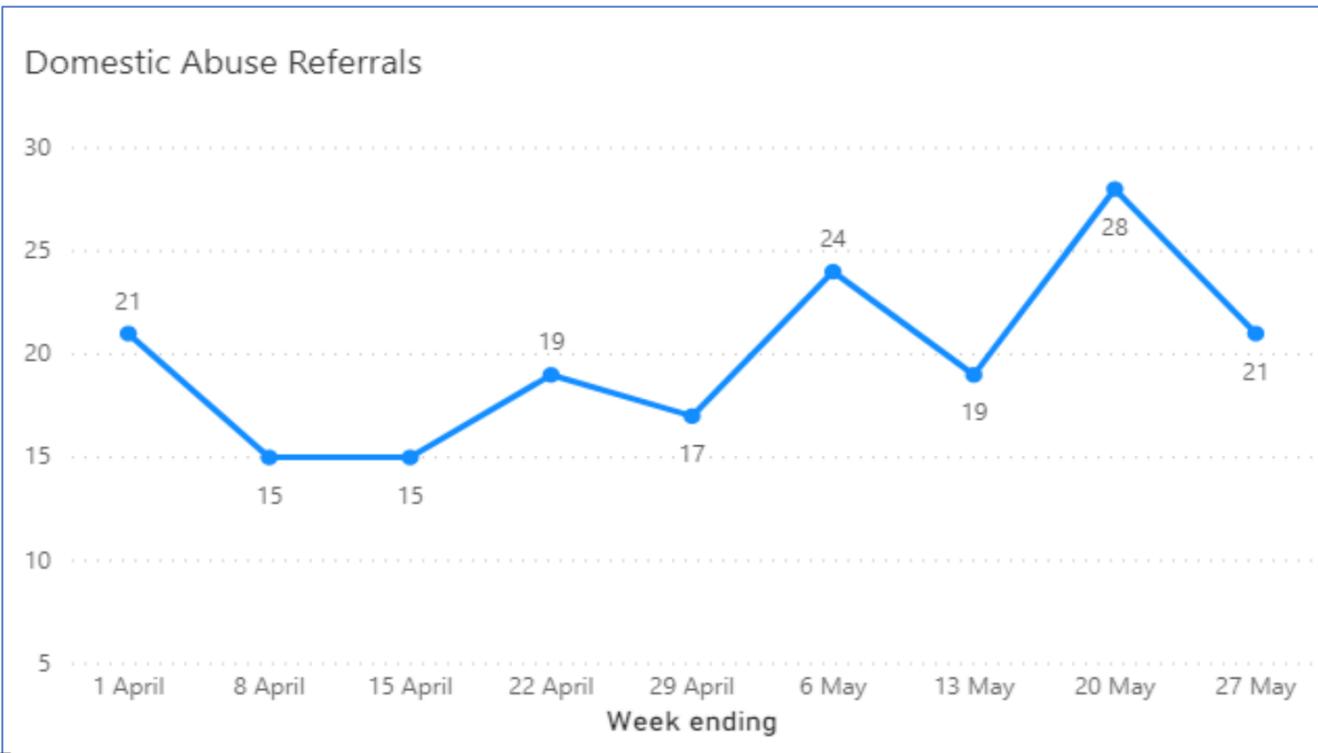


# City Response Data Overview

- The table opposite captures a data overview of critical People indicators during the Response Phase.
- These data form the basis of national submissions provided by Aberdeen City Council on a weekly basis against the People theme and, at additionally detailed levels, inform decision making at senior levels on the current and future levels of intervention that are needed to protect citizens during current and future phases of the crisis.
- Where appropriate, and informative to the recommendations of this Report, expanded data-sets are captured in the slides below in both this section and the Place category
- The data reflected in this table are those relating to the week ending 5th June 2020

Number of individuals on shielding list in contact with LA	5305
Number of individuals assessed to be in need of food delivery but not pharmacy	9
Number of individuals assessed to be in need of pharmacy delivery but not food	38
Number of individuals assessed to be in need of both food and pharmacy delivery	0
Number of individuals who received other services	29
Number of individuals calling helpline in LA area	7068
How many children (including unborn babies) were added to the child protection register in the last week?	0
How many children with child protection plans were seen face to face by a professional (education/health/social work) in the last two weeks?	103
Number of teaching staff physically working in schools/hubs or LA ELC settings today	55
Number who physically attended today (excluding those that only attended for a free school meal)	200
Number of children and young people for whom vouchers, direct payments or home deliveries have been provided for	4337
Number of Homeless applications received in the month	129
All categories delayed discharges	24
Number of Adult at Risk / Adult Protection Referrals over the last week	28
Number of Adult Concerns (from Police Scotland) over the last week	63
Number of adults [at risk of harm] that were subject to an adult support and protection investigation started in the last week	4

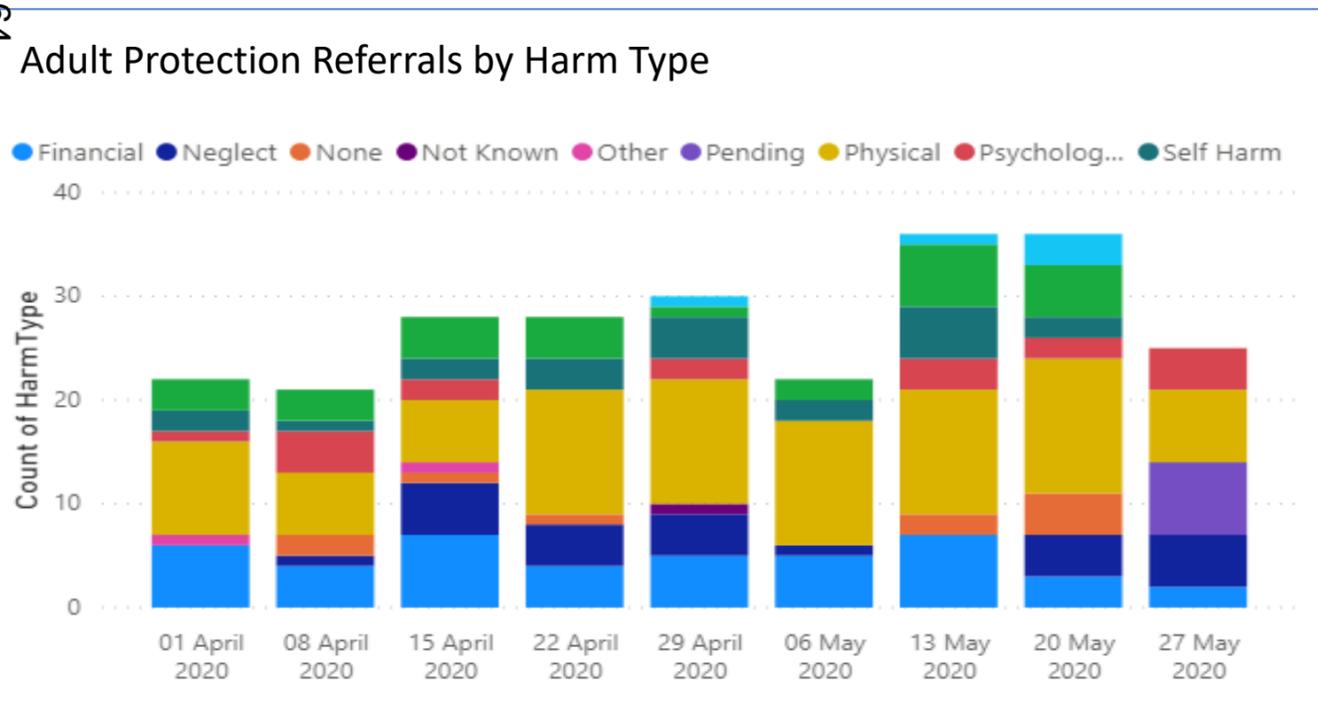
# Vulnerable Adults



The number of new referrals of Domestic Abuse Team shows an overall upward trend.

There is an increase in contacts and an increase in women previously known to the service seeking advice and support. Themes over the period include deteriorating mental health; pressure of home schooling and isolation; issues around child contact; men pushing limits; not adhering to lockdown conditions when they have access to their children; not adhering to child contact agreements; not having a third party to provide pick up and drop off of children.

Page 64

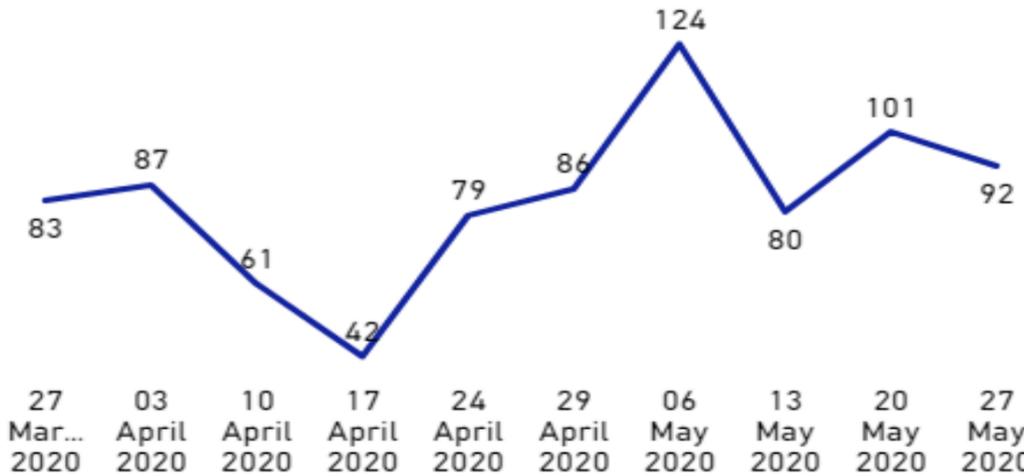


Adult Protection referrals show a slight decrease in referrals for this time period (average per week down by 1.1 on last year).

The largest harm types for referrals is "Physical" accounting for 36% of all referrals, a decrease of 4% on the same time period last year, and "Financial" at 17%, an increase of 4% on the same time period last year.

# Vulnerable Children

Total Number of Weekly Referrals

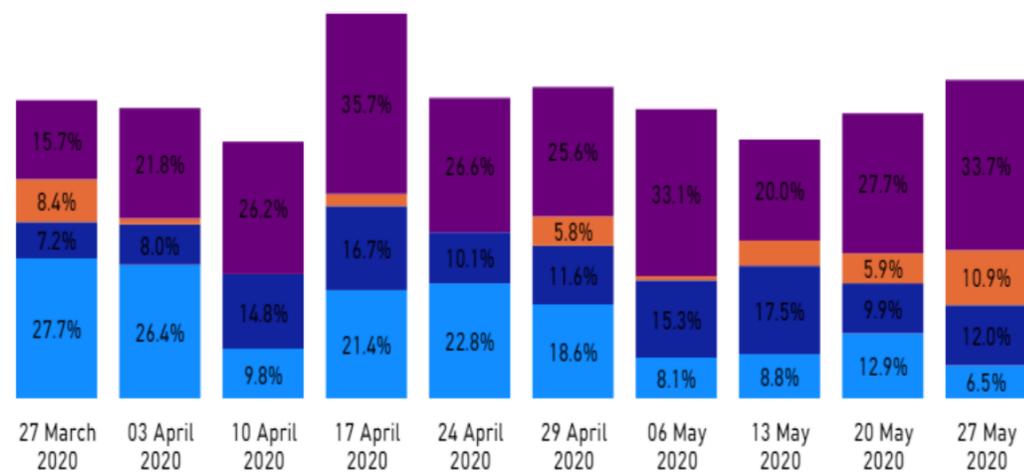


Data gathered for COVID-19 reporting illustrates an increase in relation to Social and Family issues, Domestic Violence, but a reduction in referrals relating to Neglect.

The most common presenting issues are Social and Family Issues (27%), Domestic Violence (23%) and Child Protection Concern (16%)

Presenting Issues

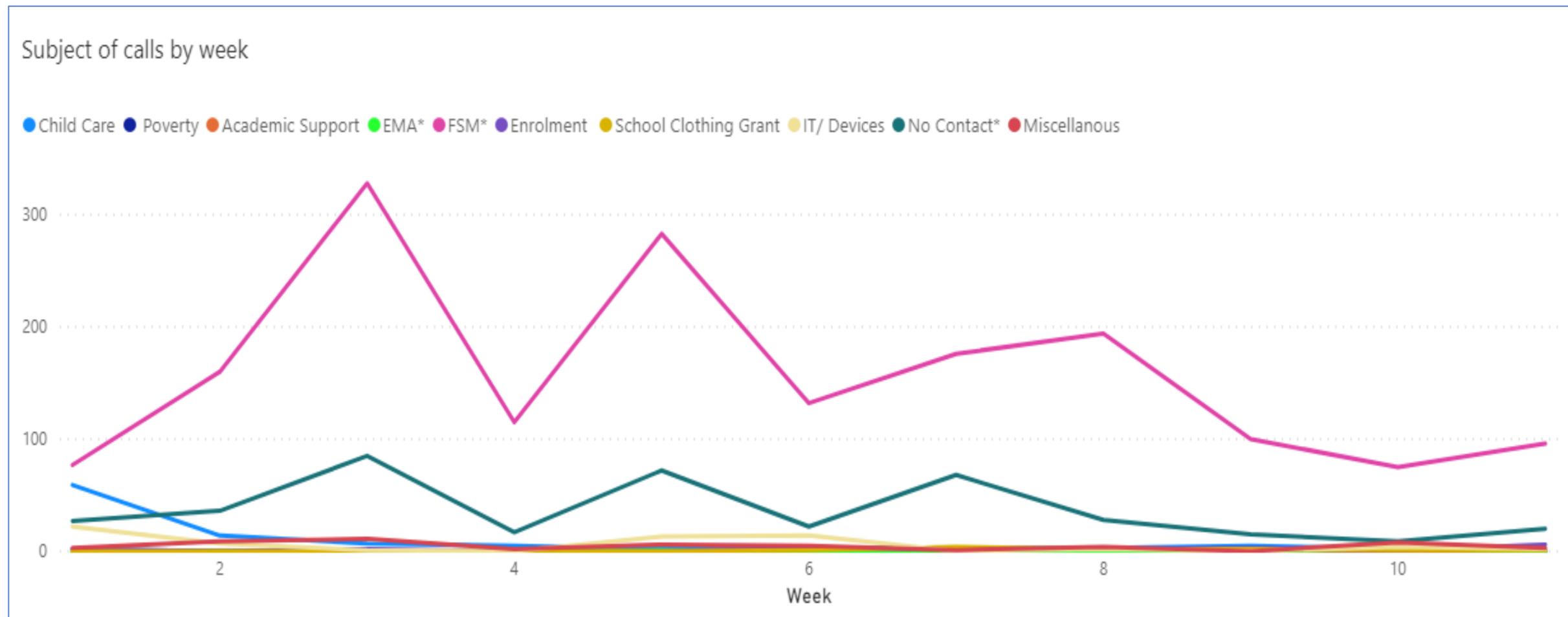
Presenting Issue ● Child Protection Concern ● Domestic Violence ● Neglect ● Social/Family



Presenting Issue	27 March 2020	03 April 2020	10 April 2020	17 April 2020	24 April 2020	29 April 2020	06 May 2020	13 May 2020	20 May 2020	27 May 2020
Advice Assistance	0	1	0	0	1	0	0	0	0	0
Alcohol Misuse (Child)	0	0	0	0	0	0	0	0	0	0
Alcohol Misuse (Parent)	1	4	2	3	3	7	3	0	1	3
Assessment Request for Service	0	2	3	1	3	2	6	1	3	1
Child placing self at risk	0	0	0	0	1	1	0	0	0	0
Child Protection Concern	23	23	6	9	18	16	10	7	13	6
Child Reported Missing	3	1	0	0	0	0	0	0	0	3
Child Sexual Exploitation	0	7	0	0	0	0	1	0	0	1
Civil Matters	7	2	5	0	2	4	5	7	13	5
Domestic Violence	6	7	9	7	8	10	19	14	10	11
Emotional Abuse	2	0	1	1	3	0	0	1	0	4
Financial Difficulties NRPf	3	2	1	0	0	3	5	0	0	2
Learning/Physical Disabilities (Child)	1	1	0	0	2	0	0	0	3	2
Mental Health (Child)	1	0	1	0	1	2	2	1	1	0
Mental Health (Parent)	6	8	5	1	4	5	11	15	8	5
Missing Person Alert	0	0	0	4	0	0	0	0	0	0
Neglect	7	1	0	1	0	5	1	4	6	10
Non School Attendance	0	0	0	0	0	2	2	0	1	0
Offending (Child)	4	3	3	0	1	1	3	0	1	0
Physical Abuse	2	1	5	0	3	3	5	6	7	6
Reporter - Care & Protection	0	0	0	0	1	0	0	0	0	0
Sexual Abuse	3	4	0	0	2	2	1	3	2	0
Social/Family	13	19	16	15	21	22	41	16	28	31
Substance Misuse (Child)	0	0	1	0	0	0	0	2	3	0
Substance Misuse (Parent)	1	1	3	0	5	1	6	3	1	1
Violence (Neighbourhood)	0	0	0	0	0	0	3	0	0	1
<b>Total</b>	<b>83</b>	<b>87</b>	<b>61</b>	<b>42</b>	<b>79</b>	<b>86</b>	<b>124</b>	<b>80</b>	<b>101</b>	<b>92</b>

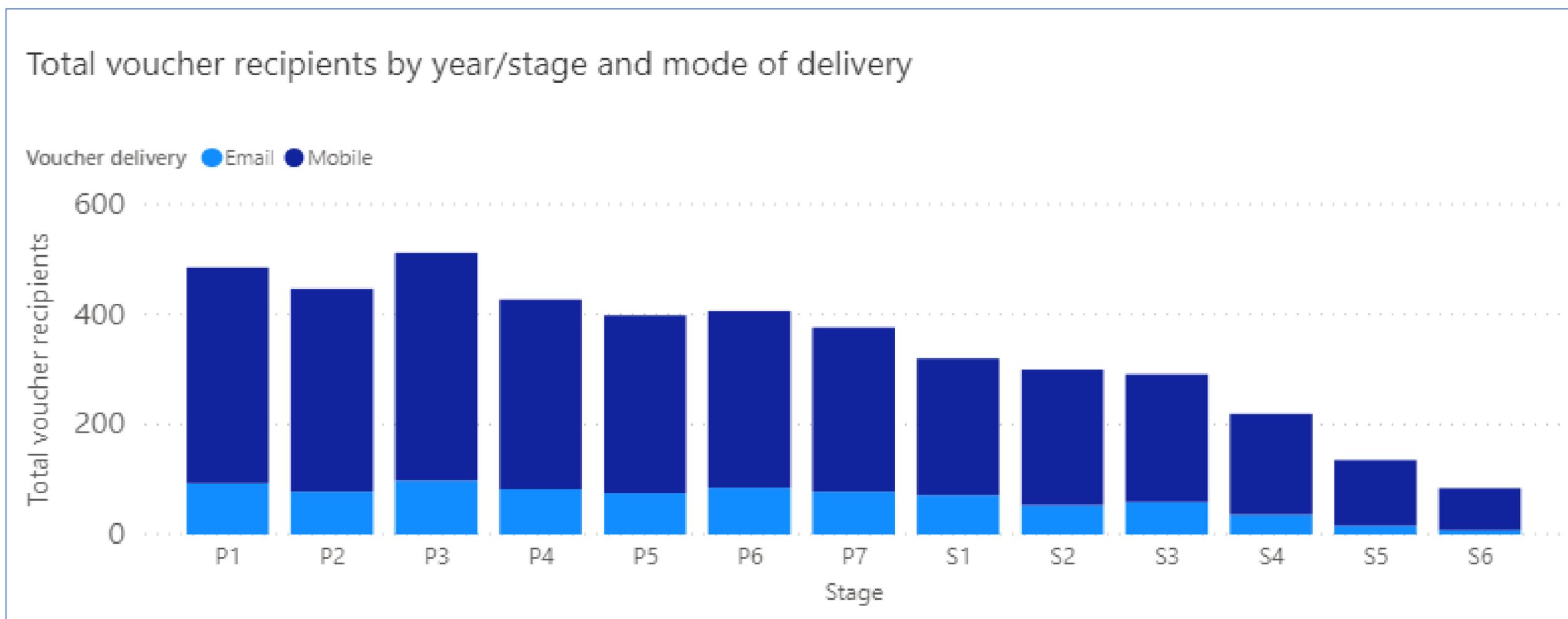
# ACC: Virtual School Helpline

As at Week 11 (w/c 1st June), there had been a total of 2,455 calls directly to the Virtual School Helpline, the overwhelming majority of which related to Free School Meals entitlement (71%) Enquiries against this theme have been consistently the most common query in each of the past 11 weeks, with Childcare queries also being prevalent (at a lower level) in the early part of the lockdown.



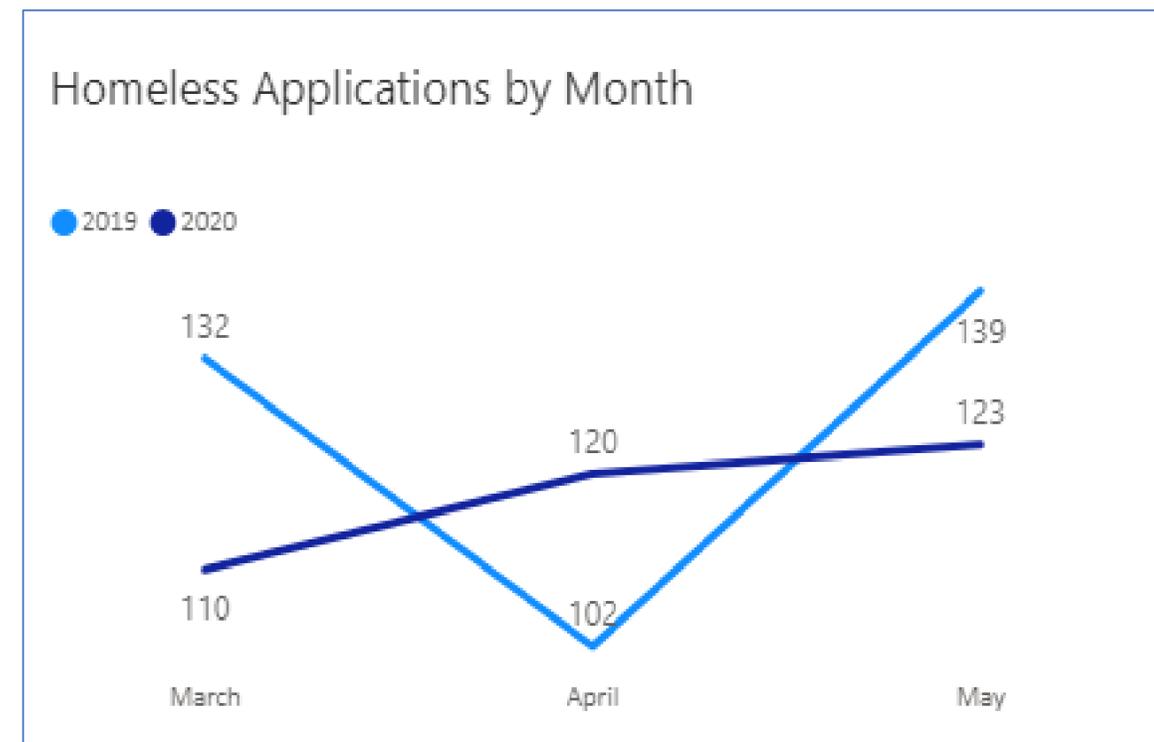
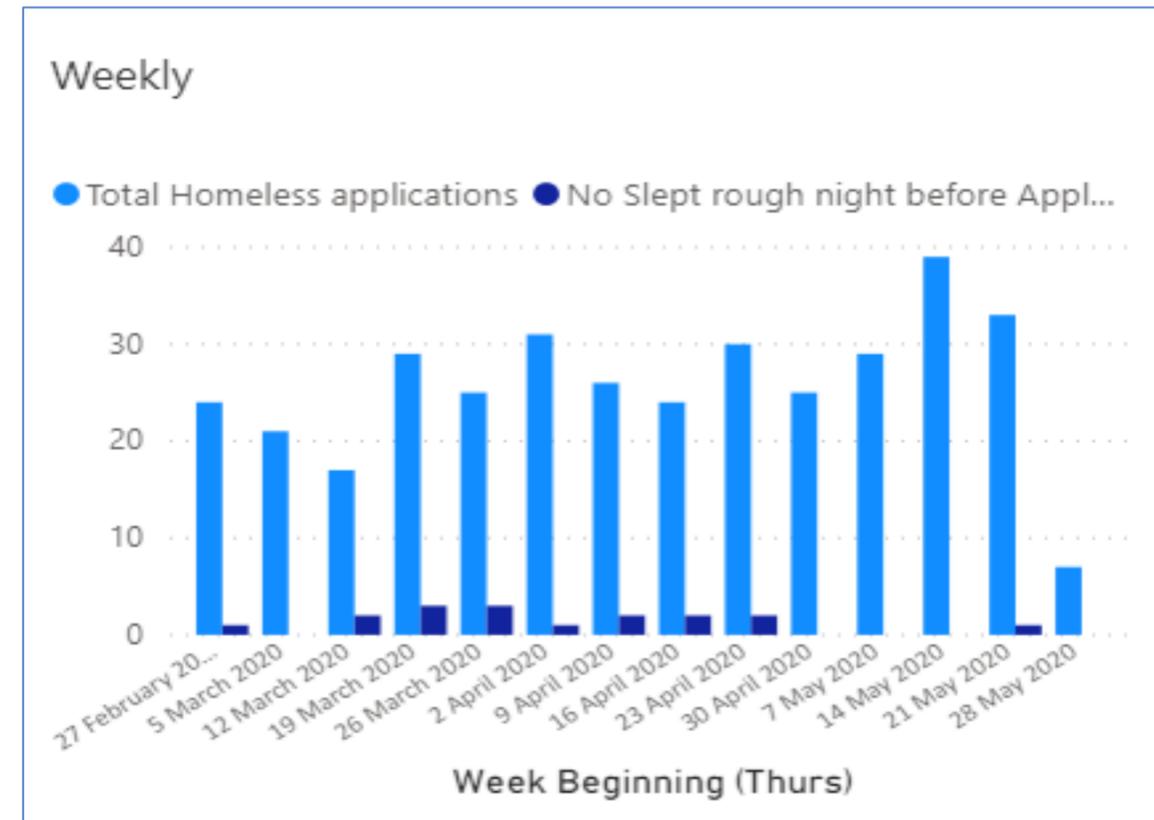
# Free School Meals Support

As at week 11 ( w/c 1st June) there have been 4,355 completed applications against Free School Entitlement vouchers and a total of 4,356 voucher recipients to date.



# Homelessness

- There were 360 Homeless Applications received during this period of which 308 households were offered and accepted accommodation, 75 households were offered accommodation and declined with 4 not being in a position where a suitable offer was available
- The most common cause of Homelessness over this period was where residents are asked to leave the household (33.2%) with Disputes within the Household (non-violent) the second most common at 16.5% of all applications
- 36 applications were received from residents who cited Dispute within the Household where violence was noted and a slightly smaller number (31) recorded Discharge from an institutional setting (Hospital/Prison/Care) in the application as the reason for homelessness.
- The Homeless services continue to see strong demand for all provision, including the Out-of-Hours service, with an upwards trend in the latter part of the monitoring period. The number of applicants who slept rough the previous night has been minimal and in May has rarely been cited which reflects the level of support provided by the Council against this theme.
- Data from 27th February to 28th May 2020

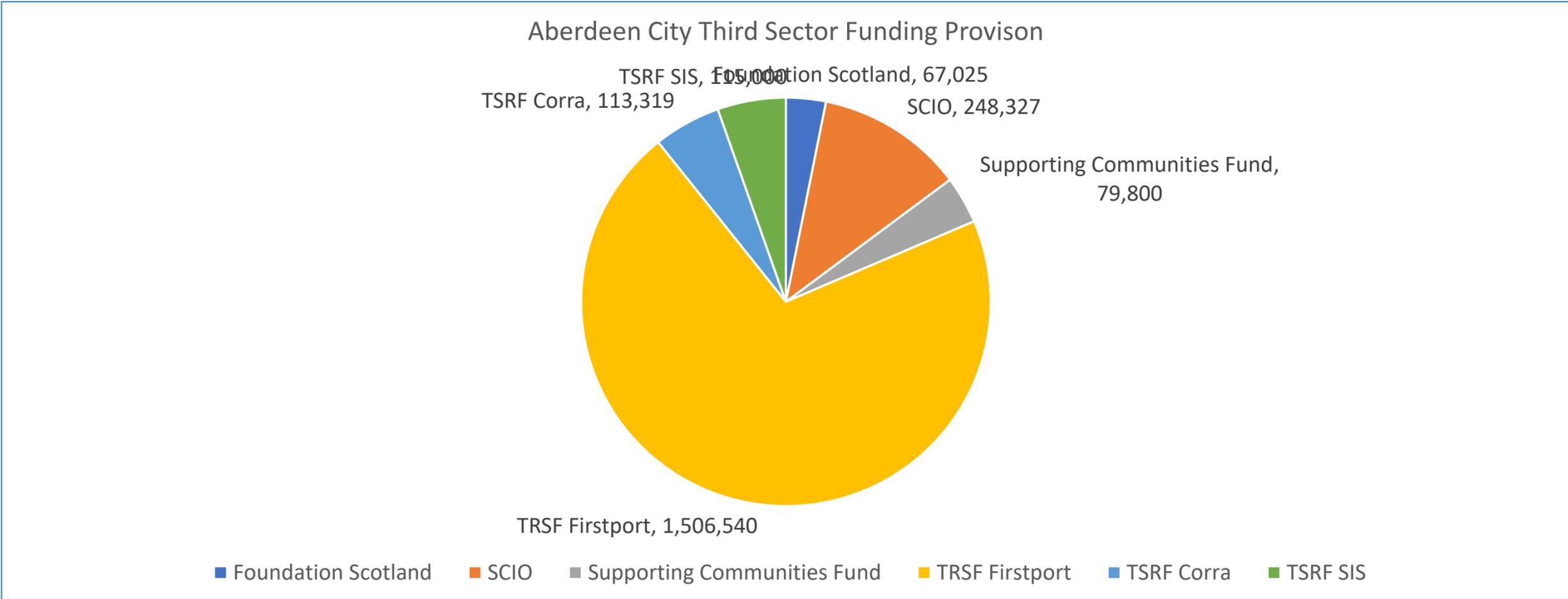


# Supporting Communities

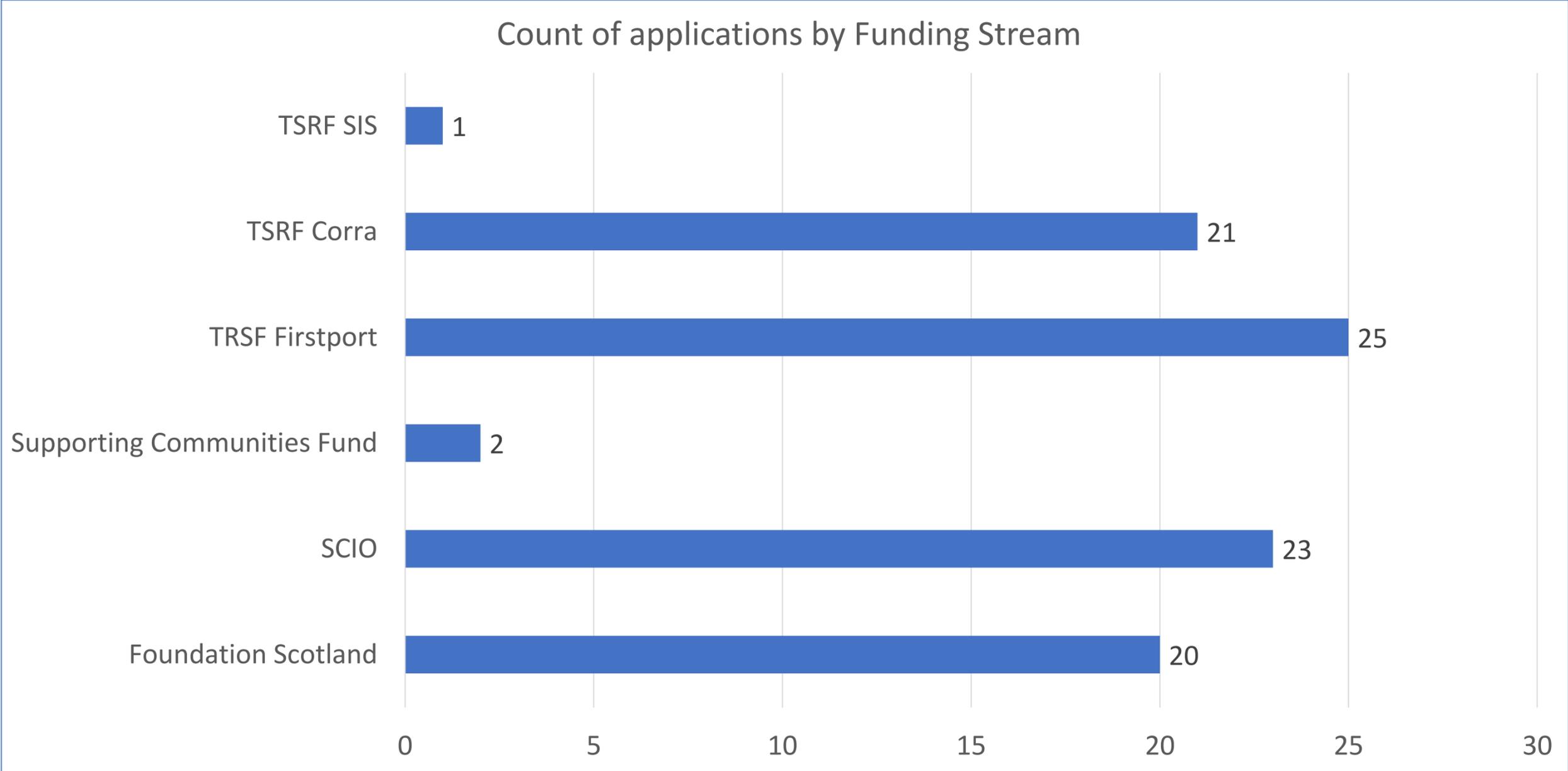
At the beginning of June 2020, a total of £2.13m had been disbursed from the four main grant streams supporting Third Sector organisations within the City from the funding provided through the emergency coronavirus support announced by the Scottish Government in March.

Awards have been made to a total of 92 local organisations who made applications to these funds covering a variety of aspects of support, including assistance for those with disabilities, mental health interventions, community-based information, signposting and financial advice.

Page 69



# Supporting Communities



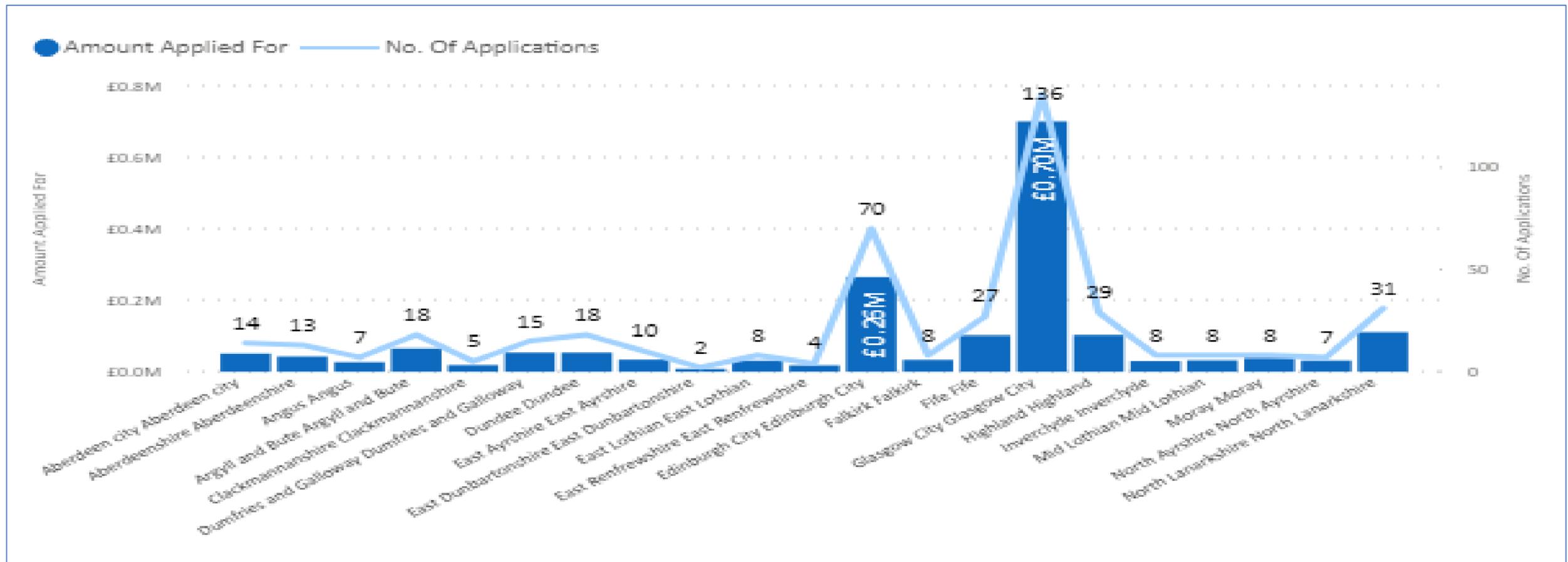


# Response, Recovery and Resilience Fund

The Response and Resilience Fund, administered by the Scottish Council of Voluntary Organisations, which focuses on supporting organisations working to mitigate the emotional, physical and practical impacts for clients of an extended lockdown and move to effective delivery of continuous service through implementation of remote practice.

As at 11<sup>th</sup> May, 14 applications from a variety of volunteer and voluntary support organisations had been received through the Phase 1 stream and a disbursed amount of £50,365 awarded, representing 2% of the total amount disbursed. A further 6 grants, to a value of £16,660 had been awarded in Phase 2 ( as at 2nd June 2020).

The Fund is presently paused temporarily to accommodate planning for the Recovery phase and will re-open for applications in July. <https://wwwFOUNDATIONSScotland.org.uk/coronavirus-appeal/whats-been-funded/>



# Place



# Place Impacts

Over 3,000 job loss notifications have been posted from PACE since the crisis began, several times higher than any other local authority.

City centre footfall has fallen seven-fold from over 70,000 a day to around 10,000 a day.

City centre office vacancy and rental data remain stable at around 13% and \$18 per square foot but we expect this to worsen once the lockdown is lifted.

The number of people using public transport in Britain's cities could be up to a third lower than normal after the end of the coronavirus lockdown.

# Place Impacts: Mobility

Google mobility data below shows a huge fall in mobility in all areas of Aberdeen apart from residential areas and parks.

## Aberdeen City

### Retail and recreation

**-74%** compared to baseline



### Supermarket and pharmacy

**-25%** compared to baseline



### Parks

**+15%** compared to baseline



### Public transport

**-65%** compared to baseline



### Workplaces

**-36%** compared to baseline



### Residential\*

**+14%** compared to baseline



# Place Impacts: Air Quality

Global to local environments have overall been subject to significant and wide-ranging beneficial impacts resulting from coronavirus lockdowns. This is a result of massive global and local changes in societal / individual activities and behaviours, e.g. reduction in motorised traffic. Environmental benefits are broadly proven to translate into human health & wellbeing benefits.

**There have been huge improvements in air quality across Aberdeen.**

Mean Nitrogen Dioxide concentrations (NO<sub>2</sub> ug/m<sup>3</sup>): 1 Apr-31 May 2019 & 2020

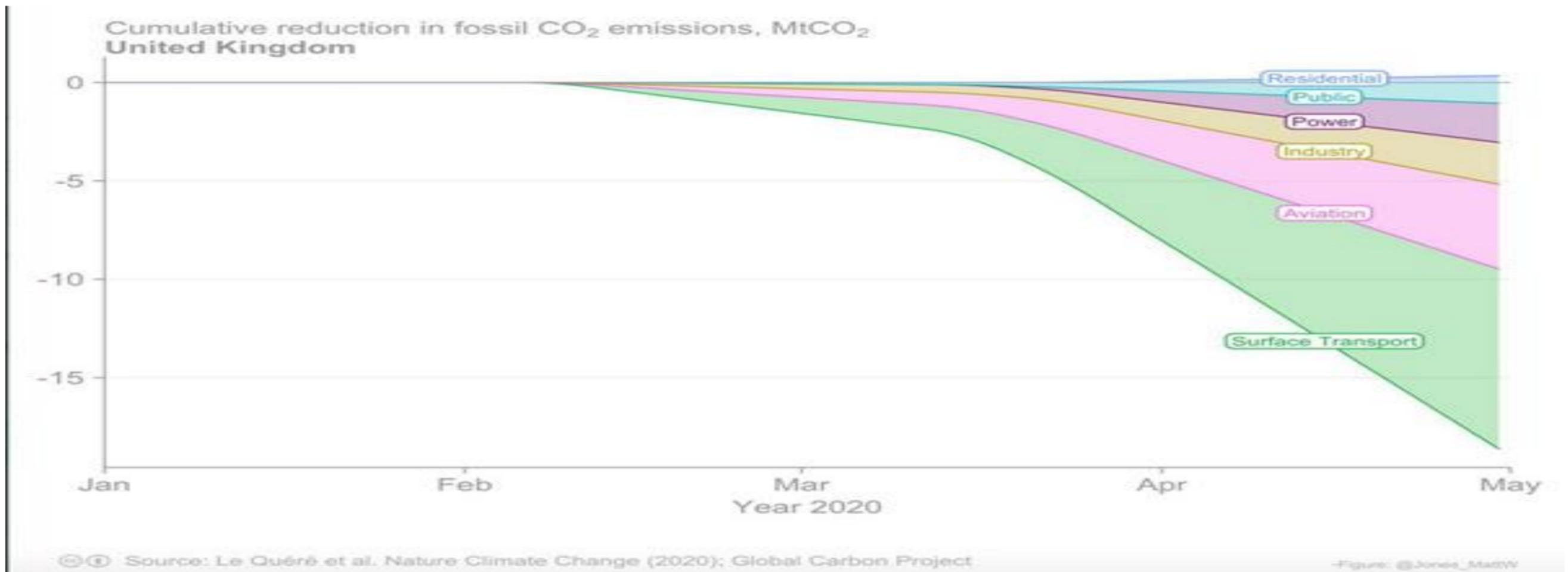
Page 76

01 April - 31 May	Anderson Drive	Errol Place	King Street	Market Street	Union Street	Wellington Road
2019	16.3	12.9	16.3	41.1	36.7	44.4
2020	8.6	8.3	10.6	17.2	18.1	18.1
Decrease	47%	36%	35%	58%	51%	59%

# Place Impacts: Greenhouse Gases

Under lockdown, UK greenhouse gas emissions have seen their lowest level in nearly a century, dropping by around a third nationally. The large part of this decrease is due to massive reductions in surface and air transport. This decrease is against a backdrop of a 17% decrease globally. Emissions will begin to rise as lockdown eases and behaviours change.

Page 77



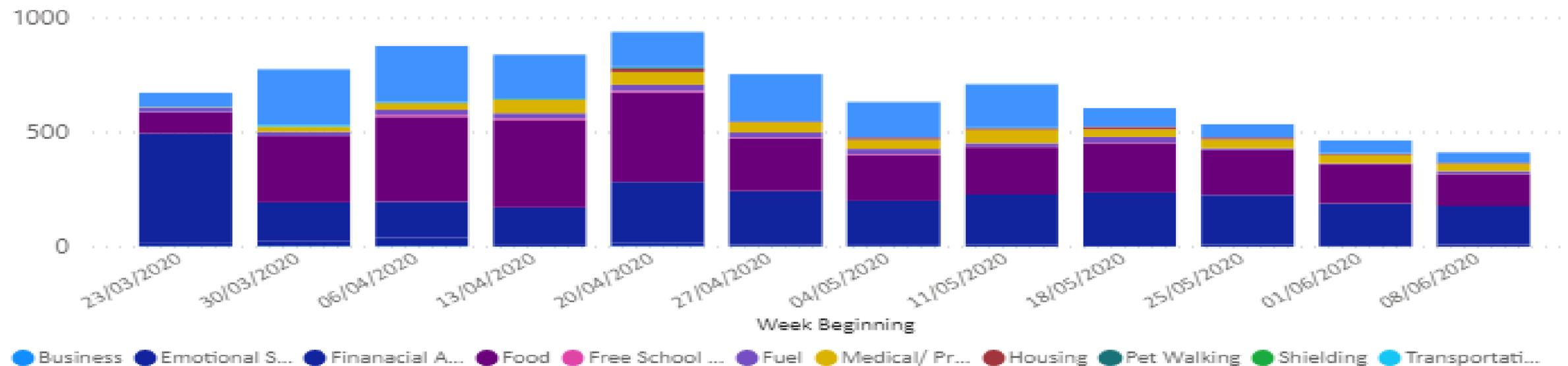
# ACC: Crisis Line Contacts

Crisis Line Contacts: As at 8th June, there had been 18,270 Crisis Line contacts responded to and 11,260 requests for assistance received, of which calls about Food, Financial Assistance and Shielding were the most common enquiries.

In the category covering Food Need, a significant proportion (2,335) had an urgent need and 2,162 of these (83%) noted that they had no funds available.

Crisis Grants: As at 5th June 2020, there had been 5,033 Crisis Grant applications received ( an average of 85 per day) with peak demand during early to mid-April, and funding to the value of £223,958 has been released to date.

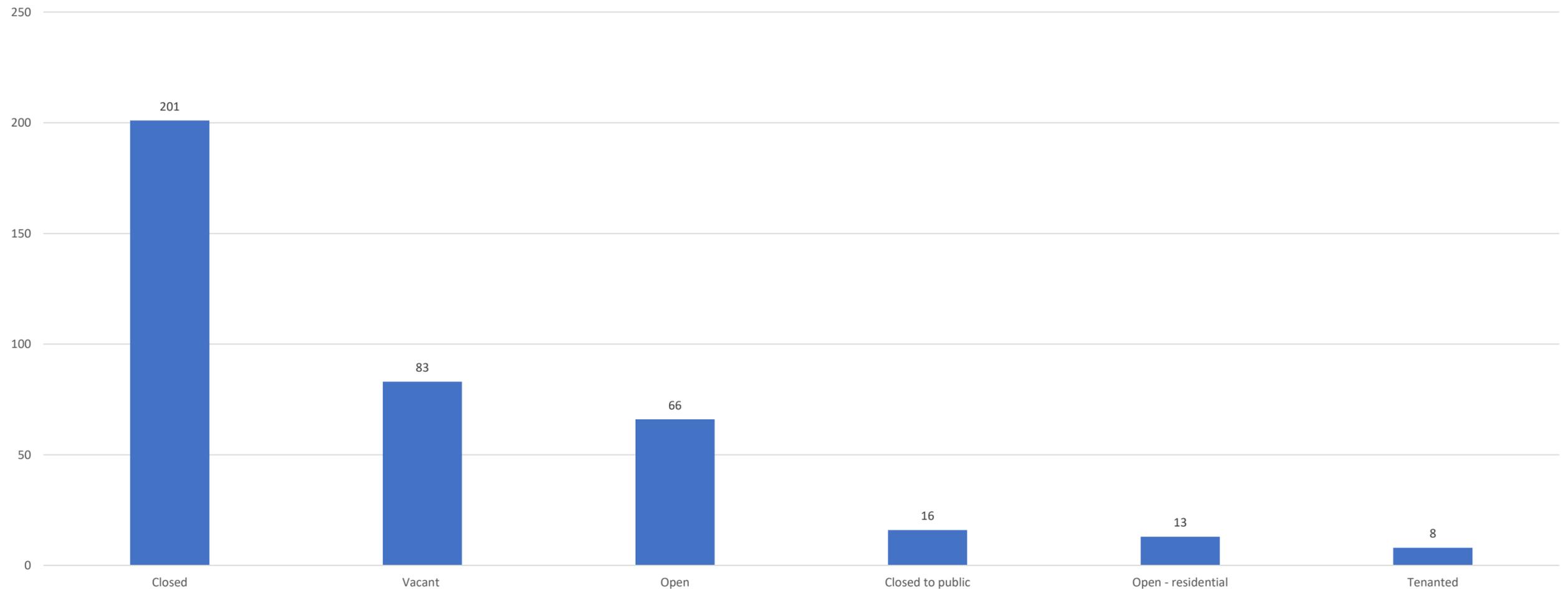
Requests for Assistance by Category (Weekly)



# ACC: Asset Management

The most recent data records that of 387 properties on the Asset Estate. 201 Council owned premises were closed due to current COVID-19 provisions, with a further 16 closed to the public, including event venues, libraries, community centres, workshops, depots and all ALEO sites.

Count of Property Estate Status



# ACC: Social Tenancies

At the end of May, the total number of tenancies that had contacted Aberdeen City Council to notify the Housing service of an inability to meet rental costs as a result of the impact of COVID-19, was 301.\*

Area data, as at 12th June, including the arrears position of those 295\* tenancies which, through self-notification, were in the cohort of those continuing to experience difficulty in meeting rental payments is outlined below.

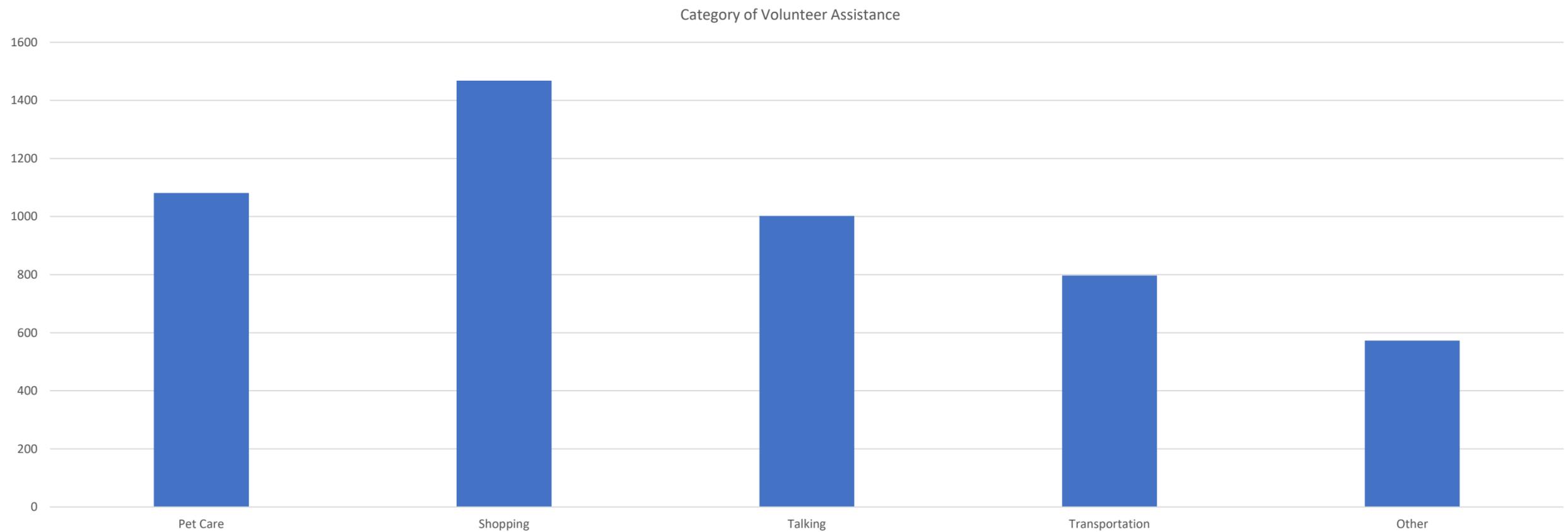
\*These figures should not be taken to represent the number of tenancies in the City experiencing essential financial tenancy pressures as a result of COVID-19, including meeting rental and other costs.

Page 80

	Area Team Central	Area Team North	Area Team South	<u>Citywide Total</u>
<b>Number of tenancies notifying impact</b>	<b>164</b>	<b>79</b>	<b>52</b>	<b>295</b>
<b>Number in Arrears:</b>	<b>155</b>	<b>75</b>	<b>50</b>	<b>280</b>
<b>% in Arrears:</b>	<b>92.3%</b>	<b>94.9%</b>	<b>92.6%</b>	<b>93.0%</b>
<b>Total Arrears Balance:</b>	<b>£142,210</b>	<b>£85,092</b>	<b>£40,590</b>	<b>£267,892</b>
<b>Average Debt:</b>	<b>£917</b>	<b>£1,135</b>	<b>£812</b>	<b>£957</b>

# ACC: Volunteering

As at 1<sup>st</sup> June, 1,725 people have contacted the Council to volunteer during the current circumstances, covering a range of 'duties' that provide support. The nature of support offered is highlighted below and the response team are presently matching these with the needs of those residents who have contacted the Council or been signposted to the response provision through other channels.



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# **SOCIO- ECONOMIC RESCUE PLAN**

**2020/21**



# Contents

1	Foreword by the Co-Leaders of Aberdeen City Council	3
2	The Immediate Effects on the Economy	5
3	Business Theme - Rescue Plan ACTIONS 2020/21	8
4	People Theme - Rescue Plan ACTIONS 2020/21	14
5	Place Theme - Rescue Plan ACTIONS 2020/21	26

## Foreword by the Co-Leaders of Aberdeen City Council

**We find ourselves in an unprecedented situation in Aberdeen as we work through the effects of the Covid-19 health crisis, and its wider implications on our economy, people, businesses and our city.**

The Council has responded immediately to ensure as far as possible we are continuing to provide critical services to our citizens. We have seen a phenomenal response, across all of our services, and we are proud of the efforts of all of our staff in continuing to respond. While we steel ourselves for what is ahead, we should take huge encouragement from how we have responded to date.

All of us have seen over the last 12 weeks how the pandemic has changed the way we work together and we are fortunate that the transformation envisaged by the Local Outcome Improvement Plan is well underway and was making excellent progress before we went into lockdown. Although COVID-19 has altered our social and economic landscape, perhaps irrevocably, it has also confirmed that the path we were following is the correct one – focussing on economic, people and place-based outcomes.

Our history shows that Aberdeen has always adapted well to external economic opportunities and shocks, and we believe that we continue to show resilience in response to the current challenges the city faces. COVID-19 has given the world a massive jolt, revealing our vulnerabilities and climate change is doing the same. So as we adjust to a new way of living, we must also continue the pace with which we respond to climate change challenges and the energy transition we need to make if we are to become a net zero city.

A Net Zero Vision for the city was approved by the Council in May 2020. That vision, supported by a new Strategic Infrastructure Plan for Energy Transition also provides us with a framework for ensuring that our economic recovery is also a 'green recovery'. Covid-19, in our view, strengthens the case for progressing these plans as part of Aberdeen and the north east's medium and long term economic recovery.

Building on the Council's track record in delivering the European Offshore Wind Deployment Centre and Hydrogen Aberdeen, we will continue to argue for Aberdeen's position as an internationally competitive location for investment in renewables. We will continue to seek the backing of national government to support our net zero ambitions that could reduce Aberdeen's exposure to the economic impacts of COVID-19, and the separate, but coinciding collapse in hydrocarbon prices.

What hasn't changed, however, is the importance of considering the city's welfare in a holistic sense, a recurring theme of this year's budget. If anything, COVID-19 has brought into sharp focus the value of what we do as a local authority. We have seen at first hand the impact of the crisis on businesses and the consequential employment impacts. In the immediate term we have been focussing on providing financial support to businesses through grant schemes that have seen over £22m of grants to businesses.

And as the city begins to emerge from 'lockdown' we recognise that there are immediate steps we need to take to support the city's economy. This Socio Economic Rescue Plan is a short term response to the crisis and the immediate steps we need to take with partners and stakeholders working together. Collaboration will be important in the months and years ahead. The world has changed but Aberdeen City Council's purpose hasn't: putting people, place and business first.



Councillor Jenny Laing  
Aberdeen City Council  
Co-Leader



Councillor Douglas Lumsden  
Aberdeen City Council  
Co-Leader



## The Immediate Effects on the Economy

### Economy

While Covid19 is primarily a health concern it is also a threat to our economic wellbeing, which itself has considerable health impacts. How we respond to the crisis can determine both the scale of the impacts on health and the economy. So, where we are in the UK in some respects is a precarious balancing act.

We have seen the biggest shock to the economy since records began. UK output as measured by GDP fell by 20.4% in April 2020. As a sense of scale during the 2008-2009 recession the UK economy fell by no more than 1% in a single month.

The Scottish Government estimates the economy will contract by 12% in 2020 but there is considerable uncertainty around this as there is around any subsequent recovery. More optimistic scenarios see economic output recovering in 2021 but one gradual scenario suggests economic output will not recover to pre-crisis levels until 2023.

Sectors most likely to be impacted include hospitality, leisure, education and transport. These sectors are mostly affected by social distancing, but others such as administration have a high proportion of women with dependent children.

### Business Finance

There has been huge government borrowing to finance emergency packages including the furlough scheme, and business and self-employed loans and grants to protect the economy.

As of 16th June, Aberdeen City Council had released over 2,000 Small Business and Newly Self-Employed Hardship grant payments of over £23m, from funding streams announced by the Scottish Government, to eligible businesses in the City. Almost a third of grants are to accommodation and food services, with around a fifth to the arts and entertainment sector and around a sixth to the retail sector.

Businesses in Scotland are also under considerable cash flow pressure. The Scottish Business Monitor Survey found that 54% of

businesses in Scotland said they have enough cashflow for 'less than three months' while a further 32% said they could survive for 'four to six months'.

There are fewer start-ups. There were over a third fewer businesses start-ups in Aberdeen City during the first four months of this year compared to the corresponding period last year.

### Unemployment

The Centre for Cities found that Aberdeen is ranked 4th out of 63 UK cities for share of jobs exposed to the immediate effects of Covid-19. Over 30,000 jobs are estimated to be at risk in Aberdeen.

As of the beginning of June 9.1 million employees had been furloughed in the UK and 28,000 employees in Aberdeen (a quarter of the workforce) with high furloughed sectors include accommodation and food services, hospitality, manufacturing and retail.

Oil and Gas UK estimate 30,000 jobs in the sector in the UK could be lost as a result of the coronavirus pandemic and the low oil price with around 10,000 of these in the North East. Over 3,000 job loss notifications have been posted from PACE since the crisis began, several times higher than any other local authority.

There has been an increase of over 80% in numbers on universal credit from 8,000 to over 14,500 which is around 10% of the Aberdeen working age population in May. The unemployment rate is likely to rise considerably further beyond 10%, as furlough ends and some of these people will be made redundant.

### Impact on Council Services

There has been a huge rise in demand for Council services around the inability to meet rental costs, calls for financial assistance and advice, free school meal entitlement, calls to crisis support lines, educational support, homelessness and the administration of business loans and grants.

A majority of the 387 Council owned premises are closed including event venues, libraries, community centres, workshops, depots.

### City Mobility

City centre footfall has fallen seven-fold from over 70,000 a day to around 10,000 a day. With the exception of residential areas and parks, which have risen by around 15%, there has also been a huge fall in city mobility with a 74% reduction in people visiting retail and recreation areas, 65% reduction in public transport, 36% reduction in workplaces.

The number of people using public transport in Britain's cities could be around a third lower than normal after the end of the coronavirus lockdown so accessibility and travel could be a crucial component of any economic recovery.

### Conclusion

In summary, there has been a huge fall in economic output in Aberdeen and a huge rise in unemployment and the demand for council services. Upward pressure on unemployment will likely continue once furlough ends and many businesses are at risk of going under particularly in the sectors most affected by the crisis.

Disproportionate economic impacts are also expected on young people, women, ethnic minorities, low earners and disabled people due to the sector they work in shut down, their caring responsibilities, their ability to work at home and their relatively low income increasing their vulnerability to income decline.

### Approach

Since March 2020, and the lockdown measures were introduced, the immediate effects on business, people and place have been monitored to understand the overall scale of impact on Aberdeen. Not all data is immediately available and so analysis has relied on timely economic data that is available, feedback from business groups, and the Council's own management information on demand for its services. These data were used to inform the shape of a short term rescue response and immediate priorities in the short term, and as the lockdown measures ease.

A series of workshops and consultations were held under the themes of 'Business', 'People' and 'Place' internally with officers from across Council service areas and clusters. For each theme, a series of rescue action plans were developed. These proposals were then discussed with external partners and stakeholders so that the Plan reflects not just the Council's proposed response, but also activities that will be delivered by other organisations. These included, VisitAberdeenshire, Aberdeen Inspired, Federation for Small Business (FSB), Aberdeen & Grampian Chamber of Commerce (AGCC), Skills Development Scotland (SDS), Aberdeen Council for Voluntary Organisations (ACVO), Business Gateway and North East of Scotland College (NESCol).

Going beyond the 2020/2021 life of this Plan, there will be a shift in focus towards medium and longer term recovery actions, and, for Aberdeen, continuing to make the case for investment in a 'green recovery' as highlighted in the Strategic Infrastructure Plan – Energy Transition. For the city region, investing in areas of opportunity such as the oil and gas sector, that in turn will be the foundation for energy and renewables investment, will be an important part of the economic recovery plans to support the Regional Economic Strategy.

**Governance**

The Plan is an immediate and dynamic response to the impact of Covid19 and the coinciding decrease in oil and gas prices. It aligns to the Local Outcome Improvement Plan (LOIP) strategic themes of Economy, People, Place. It is therefore proposed that scrutiny and oversight of the implementation of the Plan is done through the Community Planning Aberdeen (CPA) Board.

The CPA Outcome Improvement Groups provide an established structure to drive delivery, while many of the actions may be delivered by members of Aberdeen Prospers, Integrated Children’s Services, Resilient Included, Supported Group or the Sustainable City Group. However delivery will need to have input from wider stakeholders that are not currently represented within these groups. In response, a ‘short life’ working group (the Socio-Economic Rescue Plan Implementation Group) is proposed to be formed from within organisations already on Aberdeen Prospers, augmented by representatives from the business groups in the city to drive delivery.

Figure 1: Socio Economic Rescue Plan - Governance Arrangements



Business Theme - Rescue Plan ACTIONS 2020/21

Scottish Government Route Map - Implementation Phase									
Action	One	Two	Three	Four	Lead	Outcome	Financial Implications	Stakeholders	
<b>1. General Response</b>									
1.1	Covid-19 Business Loans Programme		✓			City Growth	Working capital loans to business to support 'trading out' of current crisis	Repurpose Business Loans Scotland – none for Council	Scottish Government BLS Business Gateway Scottish National Investment Bank
1.2	Aberdeen City Council Business Charter		✓			City Growth	Supportive business environment for companies in the city	None – staff time	ACC Chief Officers delivering business facing services Business Gateway FSB
1.3	Planning, consenting and licensing systems to support business response/ diversification – eg temporary relaxation of planning controls – temporary uses eg surplus car parks or units into social spaces			✓		Governance Strategic Place Planning	Getting people back into work  Support initiatives around recouping lost revenues within these key sectors and adapting to physical distancing rules and Spaces for People project	None	Business Gateway Aberdeen Inspired Traders Groups

Scottish Government Route Map - Implementation Phase									
Action	One	Two	Three	Four	Lead	Outcome	Financial Implications	Stakeholders	
1.4 'Shop, Visit, Eat Local' – consider loyalty card scheme/ app			✓		VisitAberdeenshire	Enhanced and sustained spend in local hospitality, tourism, and retail  Marketing Strategy and communications plan - incl. adverts on social media, PR, media partnership with local media outlet to extend reach. Content to include city initiatives, blogs from local people, businesses and celebrity.  Promote and encourage local products and staycations.	None	Aberdeen Inspired – Heart of the City City Growth AGCC	
1.5 Tourism Business Recovery Programme			✓		Scottish Enterprise Business Gateway	A tiered approach. In-depth business programme for small numbers that achieves tangible outcomes; one-to-one product development advice; to one-to-many workshops; industry network building and community engagement.	None	VisitAberdeenshire VisitScotland	
1.6 Business Gateway Recovery Programme		✓			Business Gateway	'SME Redundancy to Recovery Programme' of 121 business advice - Sales & Supplier Recovery, Continuity Planning, Digital, Leadership, H&S & Risk assessment and HR	None	City Growth AGCC Scottish Enterprise	

Scottish Government Route Map - Implementation Phase								
Action	One	Two	Three	Four	Lead	Outcome	Financial Implications	Stakeholders
1.7 Business Resilience Group  Invest Aberdeen Advisory Board	✓				City Growth	Coordination between public and private sectors in terms of Covid-19 response and post lockdown  Oversight by industry and investors of the In Invest Aberdeen Business Plan	None – staff time	AGCC, FSB, Aberdeenshire Council, ONE, OGUK, SE, SDS, Business Gateway/ Elevator  Industry reps – property, banks, retail
1.8 Positive Procurement Programme		✓			Commercial & Procurement Services	Strengthening local supply chains and contributing towards local business growth. Provide more access to contracts for smaller businesses through lots. Engage local suppliers, SMEs, Voluntary Sector, Social Enterprises early on commissioning needs. Security of jobs, job creation, development of community benefits and social value outcomes through contracts.	None	City Growth AGCC – Buy North East Federation of Small Businesses Business Gateway (SME events) ACVO Social Enterprises
1.9 ACC Key Account Management				✓	City Growth	Regular engagement with local businesses by ECMT  Relationship management with local business community and key employers	None	Chief Officers  Key employers
<b>2. Tourism, Leisure, Hospitality</b>								
2.1 Extend planning rules for restaurants to keep up deliveries		✓			Strategic Place Planning	Flexibility of regulatory systems to accommodate physical distancing  Maintain revenue stream for businesses in lockdown transition period	None	Governance City Growth Aberdeen Inspired Grampian Food Forum

Scottish Government Route Map - Implementation Phase								
Action	One	Two	Three	Four	Lead	Outcome	Financial Implications	Stakeholders
2.2 Waive policy street occupation consents (eg on-street seating for cafes and bars, beer gardens and similar to accommodate physical distancing); consider 'nighttime economy zones' – eg Quad, Aberdeen Art Gallery			✓		Strategic Place Planning	Flexibility of regulatory systems to accommodate physical distancing rules and Spaces for People project  Open Air, Pop up activity to mitigate concerns on social distancing	None	Governance City Growth Aberdeen Inspired
2.3 Creative Business Resilience Support - Outdoor exhibitions/ drive in events/ shows (City Centre / Neighbourhoods / Beachfront / Parks) that can provide social distancing				✓	Culture Aberdeen	Preparing creative/cultural businesses for post Covid-19 environment Building balance of content for digital and physical experiences.	None	City Growth Business Gateway (eg Digital for Creatives programmes) and work with North East Open Studios
2.4 Information, Advice & Guidance on physical distancing for tourism sector		✓			Environmental Health and Trading Standards	Specifically raised by businesses in response to VA survey	None	VisitAberdeenshire Business Gateway (food and drink clients)

Scottish Government Route Map -  
Implementation Phase

Action	One	Two	Three	Four	Lead	Outcome	Financial Implications	Stakeholders
2.5 Information, Advice & Guidance on physical distancing for tourism sector		✓			Environmental Health and Trading Standards	Business Awareness on details – embed in FAQ	Business Awareness on details Business Support	City Growth – Galleries, Museums, City events Digital Aberdeen Inspired
2.6 Pilot temporary green spaces/ markets – Pop Up				✓	Aberdeen Inspired	Spread city centre occupancy across city centre, repurposing currently ‘dead spaces’  Explore/pilot other models –rooftop gardens, community gardens/urban growing projects (LOIP alignment)  Market space option – where business physical premises are too restrictive reopening, a market /collection point could be an alternative	To be confirmed by AI	Culture Aberdeen City Events VisitAberdeenshire Grampian Food Forum
<b>3. Job Retention/ Creation</b>								
3.1 City Centre Apprentice Scheme – Assess feasibility to reduce business rates as incentives for businesses retaining employees/ taking on trainees in city centre sectors – retail, tourism, hospitality			✓		Finance	Support business growth Skills and training and improved employability	Will be estimated as part of feasibility	City Growth SDS NESCoI

Scottish Government Route Map -  
Implementation Phase

Action	One	Two	Three	Four	Lead	Outcome	Financial Implications	Stakeholders
3.2 Grey Matters entrepreneurial training scheme for redundant executives		✓			Elevator	Supporting business start-up rates	Business Gateway contract	City Growth Scottish Enterprise
3.3 Local Export Partnership			✓		AGCC	Supporting the resilience of existing exporters given uncertainty around business continuity  Supporting and sustaining £15bn of annual export value	Scottish Government	City Growth Scottish Enterprise Scottish Government
3.4 Elevator Centre for Entrepreneurship	✓				Elevator	Designated digital demonstration centre providing 'digitalboost' training and 121 support for businesses  Responding to anticipated increase in demand as a result of Covid-19	None – may need to align Business Gateway contract	Business Gateway ONE Codebase
3.5 Hospitality Apprenticeship North-East scheme	✓				ONE	Job creation in hospitality centre	None	SDS Hotels Association

People Theme - Rescue Plan ACTIONS 2020/21

Scottish Government Route Map – Implementation Phase									
Action	One	Two	Three	Four	Lead	Outcome	Financial Implications	Stakeholders	
<b>1. Supporting Young People into Positive Destinations</b>									
1.1	Positive Destination Planning Sessions	✓				City Growth SDS	Data Hub of young people to destinations Employability of school leavers. Early identification of and support put in place for those at risk of leaving school without a positive destination.	None – staff time	ACC Schools, SDS, DYW-NE City Growth
1.2	Tailored ACC & Scottish Children’s Reporter Administration Internship for care experienced young people (LOIP Project – Priority Groups into Public Sector Jobs)				✓	People & Organisation  City Growth	Good work experience CV improvement References Potential for some qualifications	None – staff time  May be costs if accredited courses incorporated, however this may be at least partly met through No One Left Behind funding	City Growth, ACC Chief Officers, SDS, SCRA, ACHSCP, Community Planning Aberdeen, the Virtual headteacher, training providers NESCoI
1.3	Guaranteed job interview for ACC Internships for Care Experienced Children (LOIP - Project Priority Groups into Public Sector Jobs) where jobs are available	✓				People & Organisation  City Growth	Potential work experience; Feedback;	None – staff time	ACC Chief Officers, ACHSCP, Community Planning Aberdeen
1.4	Skills 4.0 – Review emphasis based on employability pipeline			✓		SDS NESCoI	Shared understanding of skills required for local economy	None - staff time Potential for SDS Digital Skills Fund	SDS, DYW-NE Schools

Scottish Government Route Map – Implementation Phase

Action	One	Two	Three	Four	Lead	Outcome	Financial Implications	Stakeholders
1.5 Develop and pilot an accredited course for young parents to aid them back into education or employment using Google classroom as an online means of supporting pupils (LOIP Project – Young Women into Jobs)				✓	Community Planning NESCoI	Skills and training outcomes Employability	Potential for SDS Digital Skills fund	City Growth – Employability NESCoI SDS
1.6 Accelerate the Re-Boot programme - targeted at supporting winter leavers who are disengaging with education in the months prior to them leaving school.		✓			Education Aberdeen Foyer	Improved positive destinations	National Lottery funding secured	ACC, Aberdeen Foyer, Third sector training providers SDS
1.7 Session with DYW-NE to explore how opportunities to bed emerging industries and skills into education system		✓			DYW-NE Education	Identification of potential career routes for young people, post-Covid.	None – staff time	ACC Schools, SDS, DYW NESCoI Universities City Growth SDS

Page 97



Scottish Government Route Map –  
Implementation Phase

Action	One	Two	Three	Four	Lead	Outcome	Financial Implications	Stakeholders	
<b>2. Community Spaces</b>									
2.1	Maximise Hubs in three priority areas Dee–Tulloch Community Wing, Don – Tillydrone Community Hub, West – Cummings Park Community Centre, using schools or community facilities as navigation of the benefits system.		✓			Children and Family Services	Wrap around eg financial resilience, positive mental health and employability and extending support to families  Regular ‘case conferencing’	If capital cost, potential through Regeneration Capital Grant Fund.  If revenue – possible via National Lottery.	City Growth Employability; DWP; Financial Inclusion Team, social work, CAB, CFINE, health service, support agencies, SDS, NESCoI
2.2	Homelessness presentations and No One Left Behind – employability wrap around			✓		Communities City Growth	Wrap around/ tailored approach to overcome personal challenges  Improved employment prospects/ securing work and able to maintain tenancies	Realign No One Left Behind funding (SG approval)  ESF	City Growth – No One Left Behind Housing, social work, FIT, health services, Cyrenians/Shelter,
<b>3. Job Retention/ Creation</b>									
3.1	City Centre Apprentice Scheme – Assess feasibility to waive/ reduce business rates as incentives for businesses taking on trainees in city centre sectors – retail, tourism, hospitality <i>See Business Ref 3.1</i>			✓		Finance SDS	Support business growth Skills and training and improved employability	Will be estimated as part of feasibility	City Growth SDS NESCoI DYW-NE

Scottish Government Route Map –  
Implementation Phase

Action	One	Two	Three	Four	Lead	Outcome	Financial Implications	Stakeholders
3.2 Employability schemes for office-based occupations being displaced			✓		SDS	Job creation, skills development, skilled workforce with transferable skills	None – staffing Possible SDS	City Growth, PACE, DWP, AGCC, Scot Gov, UK Gov – Public Sector partners NESCol
3.3 Protocol on all capital projects and City Region Deal to create/ secure jobs and apprenticeships.	✓				Capital Procurement Services	Skills/ Training outcomes Community Benefits needs realised	None	ACC City Growth Aberdeen City Region Deal – BioHub, OGTC and Food Hub) SDS NESTRANS
3.4 Work with CityFibre to capitalise on any potential job creation and training schemes resulting from its operations in the Aberdeen City Region, and on corporate social responsibility activities.		✓			City Growth	Job creation Skills development Targeted CSR activity to support socio-economic recovery Opportunity for digital sector to enable new ways of working in long-term	Staff time	City Fibre DWP SDS Employability Training Providers Forum Community Planning Partnership
<b>4. Workforce Development</b>								
4.1 Energy Transition Skills Academy		✓	✓		NESCol	Ensuring local people gaining skills around new opportunities in delivery of Net Zero Vision	Possibly ESF employability (see 5.1).	ACC Schools, City Growth Centre for Energy Transition (UoA); ONE, SDS, OGTC, DWP
4.2 Employment mentoring for adults – Career Ready model (prob unpaid to avoid impact on benefits)				✓	People & Organisation City Growth	Boost employment prospects	Staff time	SDS, DWP, AGCC, public sector partners, Aberdeen University ACVO

Scottish Government Route Map –  
Implementation Phase

Action	One	Two	Three	Four	Lead	Outcome	Financial Implications	Stakeholders
4.3 Adult volunteering scheme, enabling a whole system approach to volunteering to support people in need		✓	✓		ACVO	Boost employment prospects and tackle physical and mental health issues associated with unemployment. Support for people in need. Kinder communities	Capitalise on Covid community mobilisation, deliver service at minimal cost	ACVO/SCVO, GCAH, community orgs Employability and Skills team ACC City Events (Events 365)
4.4 Campaign to encourage hospitality workers to move into care sector, alongside upskilling provision		✓			SDS DWP Comms	Contribute to addressing care sector jobs  People in work, transferrable skills recognized	Staff time, NOLB/PESF funds for upskilling eligible candidates. Potential for DWP funds for training. Seek to avoid costs through media campaign rather than paid-for activity.	Bon Accord Care, ACHSCP, NHS Grampian, Scot Gov, NESCoI, Aberdeen Employability Training Providers' Forum
4.5 Careers in Aberdeen Public Sector - Upskill staff to enable progression across public sector as vacancies arise, opening entry level jobs				✓	City Growth People and Organisation	Skilled workforce, right people in right jobs, employee retention/loyalty, opportunities	Parental Employability Support Fund can be used for this.  Shared Workforce Development Officer with Aberdeenshire Council	Aberdeenshire Council, other public sector orgs – eg NHS, ACHSCP, Bon Accord Care, Sport Aberdeen, SDS, Police Scotland, Fire etc

Scottish Government Route Map –  
Implementation Phase

Action	One	Two	Three	Four	Lead	Outcome	Financial Implications	Stakeholders
4.6 Digital skills challenge – Speak to industry to consider a pilot			✓		Customer	<p>Citizens with digital skills, access and ability to apply for jobs online, carry out digital roles in workplace, apply for and maintain benefits claims.</p> <p>Understanding of and ability to respond to changes in demand for and supply of labour in digital sector.</p> <p>Opportunity for digital sector to enable new ways of working in long-term.</p> <p>Reduced economic and social impact of poor connectivity.</p>	<p>Potential for Connecting Scotland monies.</p> <p>Need for devices, broadband/data costs.</p> <p>Corporate Social Responsibility</p> <p>Appeal for disused business kit</p> <p>SDS – online digital courses and skills funding</p>	<p>ACC Community Planning</p> <p>City Fibre/ Vodafone or other ISPs</p> <p>Business – AGCC</p> <p>SDS</p> <p>NESCoI</p>
4.7 Creation of local online jobs portal	✓				City Growth Aberdeenshire Council	<p>Access to jobs at all levels for city region residents, with links to employability and application support.</p> <p>Free promotion of jobs for businesses, with application support provided to applicants.</p> <p>Links people with employability teams and funded programmes.</p>	<p>None other than staff at this stage – Hanlon is providing free service. Potential for cost in future years, but split with Aberdeenshire Council and could be met via NOLB/PESF/ESF streams</p>	<p>ACC</p> <p>Aberdeenshire Council</p> <p>Training Providers Forums</p> <p>AGCC</p>

Scottish Government Route Map –  
Implementation Phase

Action	One	Two	Three	Four	Lead	Outcome	Financial Implications	Stakeholders
4.8 Joint promotional campaign about learning opportunities		✓			NESCol	Joined-up approach to ensure agreed collective messaging about learning and training opportunities is promoted. Access to education. Skilled workforce.	None	ACC SDS Schools NESCol University of Aberdeen RGU Business Gateway Aberdeenshire Council Aberdeen Employability Training Providers Forum
4.9 Make the case for the need for additional funding for employability support for Aberdeen from the Scottish Government reflecting combined economic impact of Covid-19 and the oil and gas downturn on jobs.		✓			City Growth	Availability of funding to enable employability support to increased numbers of people in need of it	Staff time	Scottish Government Aberdeen City Council

Scottish Government Route Map –  
Implementation Phase

Action	One	Two	Three	Four	Lead	Outcome	Financial Implications	Stakeholders
<b>5. Wellbeing Support</b>								
5.1		✓			City Growth	Funding secured to deliver early stage engagement, financial and employability support. Skilled workforce	Need for match-funding, potentially could be partially realised through staff costs and NOLB/ PESF funds	ACC, Scottish Government, European Commission
5.2	✓				Communities	Charities providing support to individuals and communities in need have immediate access to funds to do so.	£189,921 at the time of writing. Fundraising ongoing.	Third Sector Lord Provost's Charitable Trust Seven Incorporated Trades, Hampton Associates
5.3	✓				Community Planning	Building on work initiated before the pandemic to align support from responsible businesses across Aberdeen to LOIP/ areas of need	Minimal (costs relate to staff time and future engagement events)	AGCC Community Planning Aberdeen Business in the Community Aberdeen member organisations (TBC) Individual partner organisations (e.g. Shell)
5.4	✓				Communities	Supports LOIP Stretch Outcome that no one will go without food due to poverty	Zero External funding team to support organisations to access funds for this activity	CFINE ACC

Scottish Government Route Map –  
Implementation Phase

Action	One	Two	Three	Four	Lead	Outcome	Financial Implications	Stakeholders
5.5 Crisis Line/ Single Access Point for Vulnerable People in need	✓				Customer	Single access point for people vulnerable to harm as a result of Covid19  Emotional support	A proportion of the cost would come from HRA / IJB.	ACC/ ACHSCP
5.6 Roll-out of Mental Health First Aider scheme across public sector family, ALEOs and contractors. Add it to contract/tendering requirements so businesses benefiting from public sector money have to have something similar in place.			✓		People & Organisation	Emotional support for people at risk of self-harm	Staff time to identify organisations and support them to secure funding to deliver. Flexible Workforce Fund is currently used by ACC.	Public Sector organisations ALEOs Procurement service CPP ACHSCP
5.7 Introduce training for all front-facing staff/all staff on self-harm/suicide indicators and steps to take to protect people.			✓		People & Organisation	Early identification of potential harm to individuals Prevention of harm to individuals	Staff time to identify organisations and support them to secure funding to deliver.	ACC Customer Trades Unions

Scottish Government Route Map –  
Implementation Phase

Action	One	Two	Three	Four	Lead	Outcome	Financial Implications	Stakeholders
<p>5.8 Develop suite of suicide prevention measures to include: development and roll-out of suicide prevention app across NE councils; creation of suicide prevention team across three NE councils; creation of Lived Experience network or panel which influences suicide prevention activity, programmes and policy work and which supports, upskills and engages meaningfully and regularly with panel members; and increased promotion of availability of mental health support for adults.</p>		✓			<p>Communities Aberdeenshire Council Moray Council</p>	<p>Range of suicide prevention activities carried out across NE. Reduction in number of suicides.</p> <p>Lived experience is part of thinking and development of suicide prevention and self-harm activity Emotional support for people at risk of self-harm as a result of ongoing/new mental health issues linked to Covid, unemployment, financial woes, etc</p>	<p>£88,000 per annum, split across the three councils</p>	<p>ACC NHSG ACHSCP Police Scotland Moray Council Aberdeenshire Council</p>



Scottish Government Route Map –  
Implementation Phase

Action	One	Two	Three	Four	Lead	Outcome	Financial Implications	Stakeholders
5.9 Increased support for victims of domestic abuse, improved and quicker access to counselling services		✓			Communities	Reduction of harm to adults and children. Reduction in no, of domestic abuse incidents. Better reporting of incidents and better outcomes for victims.	Pathways has secured some funding for counselling.	City Growth – External Funding Housing, AHSCP, Children’s Social Work Police Scotland NHS Grampian Pathways Cyrenians Grampian Women’s Aid
5.10 Restructuring of individual debt to council, including housing, council tax and pre-existing penalty charge notices to reflect ability to pay post-Covid impact – but kept under review to reflect potential positive changes in individual’s financial situation.		✓			Communities	Citizens able to pay debt in manageable amounts, reduced impact on mental health, reduced poverty, reduced reliance on high-interest loans.	Staff time	Governance Customer Finance Financial Inclusion Team
5.11 Instigate a Benefits Awareness Take Up Campaign, couple with increased promotion of/access to debt management support and counsellors		✓			CFINE	Citizens accessing all of the benefits they are entitled to, reduced poverty, reduced debt levels, reduced reliance on high-interest loans, reduced impact of debt on mental health.	Potential for PSI funds, lottery or other external funding stream	ACVO Third Sector DWP PACE ACC Communities CAB

Scottish Government Route Map –  
Implementation Phase

Action	One	Two	Three	Four	Lead	Outcome	Financial Implications	Stakeholders
5.12 Creation of community food officer post to deliver the Food Growing Strategy				✓	Environmental Services	Additional resilience through local food growing schemes, access to green and open spaces, improved physical and mental health, development of skills and confidence, access to low cost food	Repurposing of Housing Revenue Account to cover staff costs	ACC – Environmental Services, Environmental Policy, Housing, Assets, CFINE.
5.13 Promotion of city's parks and open spaces, including nature sites and routes to them, as well as activities available in them.			✓		Comms	Improved mental and physical health, increased use of open spaces, local tourism boost, may attract tourists from further afield. Promotes Aberdeen as a destination.	Staff time	Countryside Rangers Environmental Policy Team Environmental Services NESBREC NESBIP Visit Aberdeenshire Friends groups
5.14 Citizen Engagement exercise to record sights and sounds linked to city's parks and open spaces, including nature sites to bring the outdoors indoors. Creation of 'virtual' tours of these spaces			✓		Comms	Citizen engagement, increased sense of public 'ownership' of and care for public spaces. Physical and mental health benefits for 'recorders' alongside associated benefits for those who can't access these areas for health or other reasons.  Greater awareness of/improved biodiversity and improved reporting of local wildlife.  Promotion of Aberdeen as a destination.	Staff time	Countryside Rangers Environmental Policy Team Environmental Services Digital / GIS NESBREC NESBIP Visit Aberdeenshire Friends groups Aberdeen Together

Place Theme - Rescue Plan ACTIONS 2020/21

Scottish Government Route Map – Implementation Phase									
Action	One	Two	Three	Four	Lead	Outcome	Financial Implications	Stakeholders	
<b>1. Safe Zones – Social Distancing</b>									
1.1	Creating Space to Move and Enjoy	✓	✓	✓		Strategic Place Planning	<p>Public health, Placemaking, Design</p> <p>Provide a safe operating environment and conditions for business and public spaces (parks, paths, etc.) to adapt to Covid 19</p> <p>Reduced traffic volumes; Increased air quality &amp; health</p> <p>Use potential public art and other design led methods to provide an environment that is attractive, welcoming and engaging.</p>	<p>SUSTRANS bid</p> <p>Potential for other SG Funding (e.g. Town Centre Resilience Fund)</p> <p>Staff time</p>	<p>Capital City Growth Environmental Policy &amp; Services</p> <p>NHS Grampian</p> <p>Nestrans</p> <p>VisitAberdeenshire</p> <p>Aberdeen Inspired Traders Associations</p> <p>Local Residents</p>
1.2	Supporting the above, waive policy street occupation consents – changes to facilitate physical distancing – see 1.4 and 2.2 Under Business Theme Plan	✓				Strategic Place Planning	<p>Flexibility of regulatory systems to accommodate physical distancing rules and Spaces for People project</p> <p>Maintain revenue stream for businesses in lockdown transition period</p>	<p>None – staff time</p>	<p>City Growth Roads</p> <p>Aberdeen Inspired Grampian Food Forum</p>

Scottish Government Route Map – Implementation Phase

Action	One	Two	Three	Four	Lead	Outcome	Financial Implications	Stakeholders
1.3 Reopen Gallery as priority venue – allows socially distant visits due to capacity / one-way options			✓		City Growth	<p>Emphasise safe visits / space available / social distancing / trained &amp; welcoming staff</p> <p>Share digital map showing route/ expected time/“free movement” areas/strict one-way routes – helps prepare visitors (explain way in which safe occupancy figures were calculated)</p> <p>Options for limited opening hours to start with to be explored. E.g 11-4 each day.</p> <p>Queueing system on street - (consider) timed free tickets to special exhibition and/or entry to the Gallery</p> <p>Focus on family audiences - downloadable / printable family tours / resources available on our website</p> <p>Smartify family tour - Socially-distanced family activities in the Cowdray Hall</p>	<p>No increase in staff costs – reallocated staff from other areas of service if required</p> <p>Expanding +music/ Smartify offer – costs tbc</p>	<p>Corporate Landlord Elior – Catering</p> <p>Commercial sponsors and funders</p>



Scottish Government Route Map –  
Implementation Phase

Action	One	Two	Three	Four	Lead	Outcome	Financial Implications	Stakeholders
1.4 Review AAGM Estate – potential closure of Tollbooth; Reduced Maritime Museum; close Treasure Hub for General Tours		✓			City Growth	Resolution of small spaces and tourism  Reduced opening/ private pre-sales  Exclusive pre bookings	Impact on income generation	Visit Aberdeenshire Aberdeen Inspired
1.5 Update Aberdeen Event Guide on best practice		✓			City Growth	Manage and control external event bookings in order to ensure that there is a balance of the City Centre returning to businesses as (Almost) usual whilst the event industry looks to recover.  Events delivered in-line with best practice around social distancing and hygiene factors to ensure public confidence.	Within existing resource	Aberdeen Safety Advisory Group Events365 Group
1.6 Review management and maintenance of green/ open spaces for social distancing, wildlife & costs (review grass cutting regimes / tree planting / biodiversity / etc.)			✓		Environmental Services	Protect / improve physical & mental health with safer access to outdoors and connection to nature Increase wildlife Reduced costs of management	Cost savings through reduced maintenance	Assets North East Scotland Biodiversity Partnership

Scottish Government Route Map –  
Implementation Phase

Action	One	Two	Three	Four	Lead	Outcome	Financial Implications	Stakeholders
<b>2. Transport</b>								
2.1	Bike Hire Scheme			✓	Strategic Place Planning	Health Benefits Lower emissions higher air quality Encourage use of green transport. Allow access to active travel opportunities for all our citizens	Transport Scotland Ebike fund	VisitAberdeenshire Aberdeen Inspired
2.2	Tourism Car Parking Ticket – new product to support domestic tourism and hotels		✓		VisitAberdeenshire	Capitalise on likely mode of travel for inbound tourists	Impact on income generation to be assessed	Operations to produce Aberdeen Inspired
2.3	Additional Cycle Parking / hubs			✓	Strategic Place Planning	Encourage active travel into the city centre and to key locations 10 locations have been identified	Budget amendment Civitas PORTIS waiting approval from EU Commission Project Officer to implement	VisitAberdeenshire Aberdeen Inspired
2.4	Smart Journey Planning Tool		✓		Strategic Place Planning	Can investigate gamification which in turn can potentially encourage purchase of local food and beverages, as well as advertisement of local events. Investigate inclusion of digital trails to encourage journeys to city centre and local shopping. (Would require additional budget to implement) Longer-term development of connected vehicles and Mobility as a Service (MaaS) which could allow purchase of ticketing through app and encourage multi-modal journeys.	Budget from Civitas PORTIS to develop app however any additional features or functionalities will require additional budget	City Growth Co Design Users VisitAberdeenshire

Scottish Government Route Map –  
Implementation Phase

Action	One	Two	Three	Four	Lead	Outcome	Financial Implications	Stakeholders
<b>3. Shop, Visit, Eat Local</b>								
3.1	Campaign to maximise opportunities from local market – Aberdeen as a safe destination		✓		VisitAberdeenshire	<p>Promotion of local creative practitioners – eg creative space for artists;</p> <p>Buy AAGM and local independent produce using mobile device &amp; pick up at Art Gallery shop</p> <p>Drive footfall to gallery and establish as hub for independent arts community</p> <p>Increased footfall and dwell time in city centre</p> <p>Physical distancing compliant product development –</p> <p>Marketing campaign highlighting how to spend a day <u>safely</u> in Aberdeen</p>	See Business Theme Actions	<p>City Growth</p> <p>Aberdeen Inspired</p> <p>Culture Aberdeen</p> <p>VisitScotland</p> <p>FSB</p> <p>Aberdeen Hotels Association</p> <p>Aberdeen Journals/</p> <p>Abzolutely</p>
3.2	Conversion of Digital uptake into footfall at the Art Gallery – streaming services eg Cowdray Hall			✓	City Growth	Promotional Visits	Within HLF support	<p>ACC Digital</p> <p>VisitAberdeenshire</p> <p>VisitScotland</p> <p>Culture Aberdeen</p>
3.3	Gallery retail space expanded (sacrifice collection display space) – managed inhouse		✓		City Growth	<p>Shop local</p> <p>Gallery visits</p> <p>Link to 4.2 below</p>	Within existing AAGM budget	<p>Culture Aberdeen</p> <p>Creative producers</p> <p>Lottery Funding</p>

Scottish Government Route Map – Implementation Phase									
Action	One	Two	Three	Four	Lead	Outcome	Financial Implications	Stakeholders	
3.4	Develop digital City Centre & Open Space Tours – eg Nuart, heritage walking tours, coast & country, talking statues (convert offer planned for guided walks to digital offer)				✓	VisitAberdeenshire	Promotional Footfall to different city centre precincts	None	Aberdeen Inspired City Growth – Art Gallery
<b>4. Economic Strategy, Net Zero Vision, City Centre Masterplan – Leading to Recovery phases</b>									
4.1	Net Zero Vision & Strategic Infrastructure Plan – Governance		✓			City Growth	Lobby and promote the Vision and the ambition of the city ‘as one’ to the UK Government and the Scottish Government, making clear the scope and scale of the transition opportunity in Aberdeen and its contribution to UK and Scottish climate change targets.	None	Net Zero Vision Board members
4.2	Scotland’s Energy Transition Zone Business Case – including the ETZ Training & Jobs Plan	✓				City Growth	Business case for phase 1 of ETZ	Within existing resources	Torry Locality Planning & Lochside Academy  NESCoI, SDS, ONE
4.3	H2 Aberdeen Business Case		✓			City Growth	Business case for H2 Hub and Bus Projects	Revenue budget/ SG funding	Scottish Enterprise Scottish Government Private sector
4.4	Review the pilot project on City Centre Living and the affordable housing waiver.			✓		Strategic Place Planning	Increase in city centre living opportunities and increased city centre population to support activity and retail.	Staff time	Strategic Place Planning Developer industry

Scottish Government Route Map –  
Implementation Phase

Action	One	Two	Three	Four	Lead	Outcome	Financial Implications	Stakeholders
4.5 Events 365 / AAGM Exhibition Programme – spread out of events – curation of events & exhibitions to different zones of the city, including open spaces				✓	City Growth	Manage and control external event bookings in order to ensure that there is a balance of the City Centre returning to businesses as (Almost) usual whilst the event industry looks to recover.	None	Aberdeen Safety Advisory Group



# Business Charter for Aberdeen City Council

June 2020

## Introduction

This is a time of great uncertainty for businesses. The full impact of the Covid-19 pandemic on the wider economy is still unfolding and will continue to do so for some time. However it is already clear that the response by local government requires a different approach to any taken previously in the face of threats to the wellbeing of our City and its citizens.

Already we see that the impacts are wider and deeper – affecting all businesses, people and places across the city. The measures we take must therefore embrace a whole system approach to stimulate every aspect of our economy – learning, leadership, innovation, supply chains infrastructure investment, and environment.

A more inclusive approach will contribute to the aims of both the Regional Economic Strategy and the Local Outcome Improvement Plan, and will in turn benefit business and people.

The Council, and the wider public sector partners, have an important role to play in responding quickly to the immediate needs of businesses as they emerge from lockdown. This Charter sets out a clear and simple framework for the Council and businesses to adjust to a new economic reality.

## Vision

*Our collective vision is of a city that is central to UK and Scottish prosperity. Aberdeen is a place where all people can prosper and a great place to do business with renowned skills and expertise alongside a first-class cultural offer. We will continue to create opportunities for a strong and diverse company base that allows our people, of all ages, to flourish.*



## Business Charter

This clear vision can be achieved and sustained through lasting and meaningful partnership between the Council and business. For businesses wishing to actively support and develop this vision, the Council, in playing its part, sets out its Charter for Business and invites you to participate.

Our Charter expresses our support to businesses in Aberdeen:



### Care

- We will support and connect you using our online services.



### Accessible

- We will communicate with you, be approachable and listen to you.



### Responsive

- We will be open and honest with you about what we can and can't do, and the reasons for this. We will aim to deliver the best services possible for you.



### Empowered

- We will learn and improve from you.
- We will listen and act on your feedback, whether it's a complaint, comment or compliment.

## Key Principles

We will deliver on our Charter by meeting the key principles of Planning and Infrastructure, our City Centre and Business Support:

### Planning & Infrastructure

1. We will provide a dedicated project manager for all pre-applications and applications who will coordinate across council services, ensure the accuracy and fairness of all advice given, consistently record the outcomes of all pre-applications, consider all factors affecting an application and advise if further work is needed prior to giving final advice.
2. We will seek to minimise the risks and uncertainties to businesses and developers in the planning process for complex proposals and major applications, through a development team made up of appropriate council services, which will ensure an integrated response to development proposals.
3. We will keep you informed of progress with your application so that no decision should take business by surprise.

### City Centre

4. We will capitalise on the investments by the Council in the city's tourism, culture and leisure sector, promoting the uniqueness of the city's arts and culture offer.
5. We will support, promote and encourage investment in business infrastructure, including property, housing, the city centre, roads, active travel and digital connectivity.
6. We will help all business and investors find business premises by working with appropriate council services and Invest Aberdeen activity.

### Business Support

7. We will ensure that local people are benefitting from the ambitious plans for our city by using our spending power in a tactical way, to prioritise economic recovery.
8. We will provide advice to new businesses, with the support of Business Gateway, relating to the requirements of Environmental Health and Trading Standards legislation and support businesses through start-up, operation and expansion phases.
9. We will continue to promote contract opportunities from all public sector spend to SMEs, including third sector organisations, through various events, which will be critical to economic recovery.
10. We will support businesses to invest in Developing the Young Workforce by including training and community benefit clauses for major works, goods and services, by way of our purchasing power.
11. We will endeavour to adhere to the principles set out in the construction Charter signed by the Council on 31 May 2018. The Council expects all construction contracts to achieve the highest standards in respect of employment status, health and safety, standards of work and training and understands the necessity of timely cashflow to our suppliers.
12. We will endeavour to process all valid applications for licences as efficiently as possible and utilise delegated powers where legislation permits.



# Your Pledge

To realise our vision and charter we need you to pledge your support:

## **Our People - employment standards and career development**

1. Support our ambitions for Aberdeen City as a place where all people can prosper, ensuring that no one is left behind. You can do this by providing employment opportunities for those furthest removed from the labour market, where possible, and working with the Council through your corporate social responsibilities in supporting people into jobs.
2. Work with the Council in adopting the best employment standards which adhere to the principles of fair work and pay and join us in our Guaranteed Interview Pledge for all care experienced children.
3. Work with our schools in supporting young people, school leavers and career development by Developing our Young Workforce.

## **Our Place - quality, environmental standards and energy commitments**

4. Provide us with good quality plans and supporting information about your proposals which are accurate, to the point and responds to the advice of relevant officers, as required by our regulatory processes.
5. Follow our guidance and procedures which are designed to ensure an efficient and fair process that allows us to determine planning applications as effectively as possible and in line with Development Management Customer Charter.
6. Ensure the use of processing agreements to allow planning applications to be efficiently project managed with clear time scales.
7. Support the Council in maintaining the public realm and supporting the upkeep of standards.
8. Demonstrate a commitment to reduce carbon emissions and energy consumption by supporting the Council's energy transition and its Net Zero Vision.

For more information please contact [businessgrowthteam@aberdeencity.gov.uk](mailto:businessgrowthteam@aberdeencity.gov.uk)





# Community Planning Aberdeen

<b>Progress Report</b>	Alignment of Private Sector Corporate Social Responsibility with Aberdeen City Local Outcome Improvement Plan
<b>Lead Officer</b>	Angela Scott, Chair of CPA Management Group and Chief Executive of Aberdeen City Council
<b>Report Author</b>	Michelle Cochlan, Community Planning Manager
<b>Date of Report</b>	23 June 2020
<b>Governance Group</b>	CPA Board – 1 July 2020

<b>Purpose of the Report</b>
This report seeks approval from Community Planning Aberdeen for the publication and launch of a corporate social responsibility platform for businesses on the Partnership’s website.

<b>Summary of Key Information</b>
<p><b>1 BACKGROUND</b></p> <p>1.1 Over the course of 2019/20, discussions have taken place between Community Planning Aberdeen, Business Leaders across the City, and colleagues from Business in the Community (BITC) about how we can better connect the private sector’s corporate social responsibility (CSR) agenda with the shared priorities set out in the City’s Local Outcome Improvement Plan.</p> <p>1.2 Two Business Breakfasts and a CSR Conference held by CNOOC International last year provided the ideal opportunity to hear from and engage with a wide range of businesses across the City, as well as partners in the third sector. It is clear that the environment that businesses are operating within could hardly be more uncertain. From the Covid-19 pandemic, transition to net zero, investor pressure on social license to operate, to future workforce. Leaders are increasingly expected to respond to a myriad of priorities which might previously have been seen as non-core. Responsible business is fast moving mainstream.</p> <p>1.3 We are fortunate that Aberdeen has an engaged business community who are proud of our city and already routinely support a wide variety of causes across Aberdeen. However, there is an opportunity for the business community to contribute corporate social responsibility efforts towards lasting, transformational change by working with Community Planning Aberdeen to deliver the City’s Local Outcome Improvement Plan (LOIP). No single organisation has the solution to the challenges that many in our society face. It is by working together - public, private, and voluntary sector - that we will harness the power of the collective and deliver something truly remarkable.</p>

## **2 CORPORATE SOCIAL RESPONSIBILITY PLATFORM**

- 2.1 In partnership with Business in the Community (BITC), we are reaching out to responsible businesses across Aberdeen who share our aspirations for better outcomes for people, families and communities, to join us in our mission. One of the barriers to engagement identified by the business sector is not being sure about the needs of the City or how to get involved. Therefore, we have developed an online Corporate Social Responsibility (CSR) platform for businesses across Aberdeen where they can learn more about how they can get involved in the Partnership and contribute to societal change.
- 2.2 The platform is accessible through the Partnership's website at [www.communityplanningaberdeen.org.uk/business](http://www.communityplanningaberdeen.org.uk/business) and provides information on how business partners can support the City during the immediate Covid-19 crisis, as well as in the longer term through their contribution to the Local Outcome Improvement Plan. Businesses are presented with what is essentially a menu of opportunities to support current improvement activity, as well as the chance to engage in more strategic level discussions with Community Planning Partners as members of improvement teams or Outcome Improvement Groups.
- 2.3 The platform also promotes the benefits to businesses of working in partnership with Community Planning Aberdeen, which includes making a difference, access to partner expertise e.g. improvement tools and healthy working advice, and recognition for helping make Aberdeen a place where all people can prosper.

## **3 NEXT STEPS**

- 3.1 Subject to the approval of the CPA Board, the CSR platform will be published on the Partnership's website for immediate testing with businesses. A communications plan will be prepared to ensure a broad reach, including an online launch event for businesses across the City.

### **Recommendations for Action**

It is recommended that members of the CPA Board:

- i) Approve the publication of the Corporate Social Responsibility platform for businesses on Community Planning Aberdeen's website; and
- ii) Note that, subject to approval of the CPA Board, a communications plan will be prepared to launch the website. This will include plans to hold an online CSR event for businesses.

### **Opportunities and Risks**

The development of the CSR platform comes at a critical time for Aberdeen, when the City is reeling from the consequences of the Covid-19 pandemic. Working hand in hand with the business sector, and other partners, now and in the longer term, offers the best chance of recovering from the crisis as quickly as possible. Responsible businesses understand that the current devastation has the greatest impact on the most vulnerable in society and by working with Community Planning Aberdeen they can make a real difference to these people's lives.

## Consultation

CPA Board (February 2020)  
CPA Management Group (January 2020)  
CPA Outcome Improvement Groups  
CPA Lead Contacts  
Business in the Community (BITC)

## Background Papers

[Local Outcome Improvement Plan 2016-2026 \(Refreshed 26 February 2019\)](#)

[CPA Improvement Programme 2019-21](#)

[CPA Live Improvement Project Charters and Progress Updates](#)

### Contact details:

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# Community Planning Aberdeen

<b>Progress Report</b>	Summary of Progress against CPA Improvement programme; and CPA Annual Outcome Improvement Report 2019/20
<b>Lead Officer</b>	Angela Scott, Chair of CPA Management Group and Chief Executive of Aberdeen City Council
<b>Report Author</b>	Michelle Cochlan, Community Planning Manager Allison Swanson, Improvement Programme Manager James Simpson, Performance and Strategy Officer
<b>Date of Report</b>	22 June 2020
<b>Governance Group</b>	CPA Board – 1 July 2020

<b>Purpose of the Report</b>
This report presents Community Planning Aberdeen’s third Annual Outcome Improvement Report since the Local Outcome Improvement Plan (LOIP) was published in August 2016, and the first to be published since the LOIP was refreshed in February 2019. The report also provides an overview of progress in delivering the CPA Improvement Programme during 2019/20.

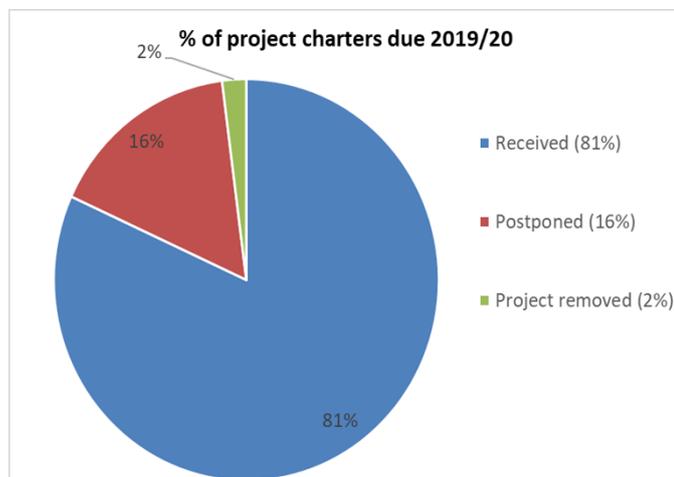
<b>Summary of Key Information</b>
<p><b>1 BACKGROUND</b></p> <p>1.1 The refreshed <a href="#">Aberdeen City Local Outcome Improvement Plan</a> (LOIP) was approved by Community Planning Aberdeen Board on 26 Feb 2019. It introduces 15 Stretch Outcomes to be delivered by 2026 and 120 shorter term improvement projects which will be initiated over 2019 to 2021.</p> <p>1.2 The <a href="#">CPA Improvement Programme 2019-21</a> sets out a phased approach to the initiation of the projects in the LOIP to help ensure we are channelling our resources to those projects which are most likely to have the biggest impact; and/ or set the foundation for further improvement activity over the next two to three years.</p> <p>1.3 The Community Planning Aberdeen <a href="#">Outcome Management and Improvement Framework</a> sets out how CPA ensures effective, systematic and collaborative scrutiny of progress towards the achievement of outcomes within the LOIP. These arrangements include quarterly reporting to the CPA Board on progress made in taking forward the LOIP <a href="#">improvement projects</a>, as well as a commitment to produce an Annual Outcome Improvement Report against the LOIP. This is in line with the Community Empowerment Act (CEA) 2015 which requires Community Planning Aberdeen to report progress against the LOIP and Locality Plans annually for the period 1 April to 31 March.</p>

## 2 PROGRESS AGAINST CPA IMPROVEMENT PROGRAMME 2019/20

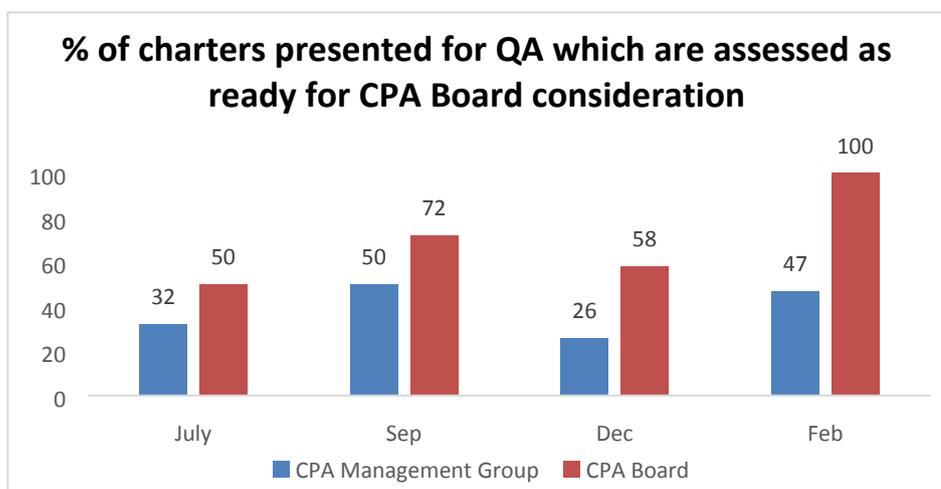
### 2.1 Project Charters

2.1.1 The chart and table below shows that, whilst there has been some postponement of improvement project charters from month to month, 81% of those charters due to come forward during 2019/20 have been received. 16% have been postponed to 2020/21. 3% have been removed from the LOIP altogether (one of these projects is pending approval of CPA Board in September). See Appendix 1 of this report for more detail.

Project charters due during 19/20	Project charters received	Projects postponed to 2020/21	Projects removed from LOIP
67	54 (81%)	11 (16%)	2 (3%)



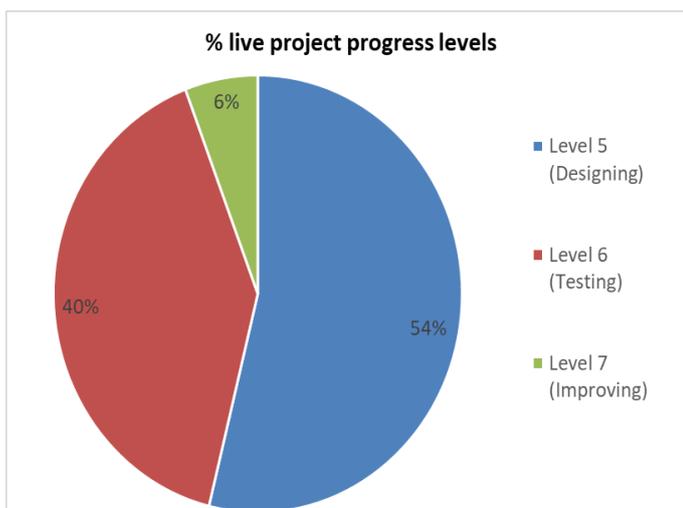
2.1.2 The chart below shows the difference in quality between the charters presented to the CPA Management Group and those which go on to be presented to CPA Board as a result of improvements made during the Quality Assurance (QA) process. The chart also shows the upward trend in % of charters which are assessed as ready for consideration by the CPA Board since July 19.



## 2.2 Project Progress

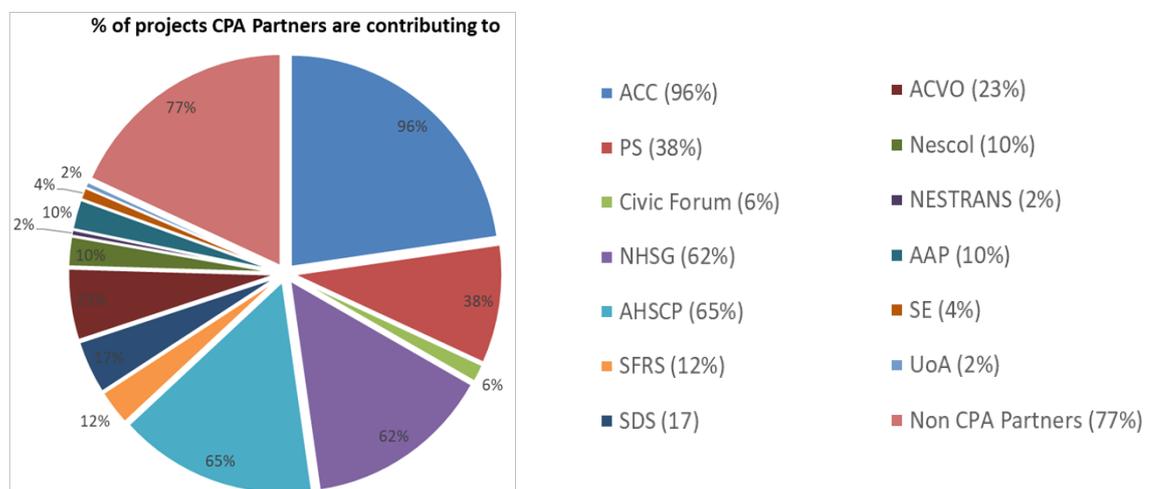
2.2.1 The chart and table below shows that 52 project charters presented to the CPA Board have been approved and are now live. 46% of these projects are either currently testing or are showing signs of improvement. Whilst 54% are still at the stage of designing their tests of change, almost half of these were only just approved at the last CPA Board in February 20. See Appendix 1 for status of projects during Covid-19.

Projects now live	Project Level		
	5 (Designing)	6 (Testing)	7 (Improving)
52	30 (54%)	21 (40%)	3 (6%)

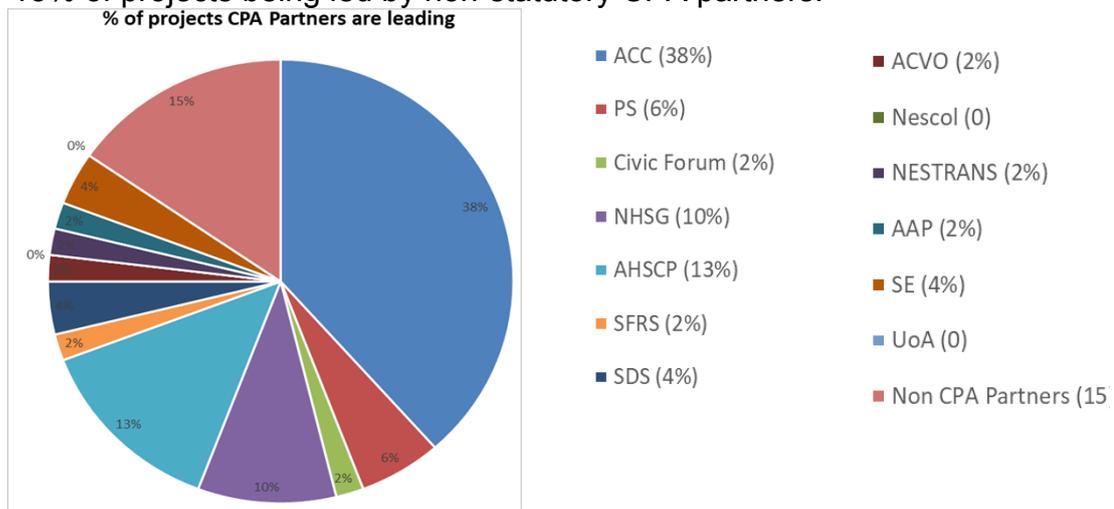


## 2.3 Collective Leadership

2.3.1 The chart below shows the proportion of projects overall that partners are contributing to. Significantly, the Partnership has been successful in gaining the commitment of non-statutory CPA partners in the delivery of the improvement projects. There is at least one non CPA partner involved and contributing to 77% of our improvement projects, ensuring we capitalise on wider resources available. In future we will also be able to understand the contribution of the private sector.



2.3.2 The partnership is also able to demonstrate shared leadership of improvement projects. ACC is responsible for the overall project management of only 38% of the LOIP projects. CPP partners take a lead on all other projects, including 15% of projects being led by non-statutory CPA partners.



### 3 ANNUAL OUTCOME IMPROVEMENT REPORT 2019/20

3.1 The Annual Outcome Improvement Report 2019/20 contained at Appendix 2 is the first progress report against the [Aberdeen City Local Outcome Improvement Plan](#) (LOIP) since it was refreshed in February 2019. It provides the Community Planning Partnership and members of the public with an overview of progress made during 2019/20 towards the achievement of the 15 stretch outcomes and improvement project aims within the Local Outcome Improvement Plan 2016-26.

3.2 Drawing on evidence from the latest data available within our [outcomes framework](#) and [data observatory](#), as well as improvement data captured from our improvement projects, the report demonstrates the achievements of the Community Planning Partnership and highlights priority areas for improvement.

### 4 NEXT STEPS

4.1 From 16 March 2019, towards the end of the reporting period, progress with our [improvement projects](#) has been impacted by Covid-19. Whilst this has had minimal impact on our overall progress for 2019/20, it is clear that Aberdeen is facing a significant economic shock. It is anticipated that the consequences for businesses, individuals, young people and the most vulnerable groups in the city will be considerable.

4.2 The Aberdeen Socio Economic Rescue Plan has been developed as an immediate and dynamic response to the impact of Covid19, and aligns to the LOIP strategic themes of Economy, People and Place. It focuses on the immediate actions required to recover from the current situation and serves as a transitional plan into a refreshed LOIP scheduled for 2021.

### Recommendations for Action

It is recommended that members of the CPA Board:

- i) Note progress with the CPA Improvement Programme during 2019/20;
- ii) Approve the Annual Outcome Improvement Report 2019/2020;
- iii) Notes that an easy read version of the Annual Report will be produced; and
- iv) Notes that a refresh of the LOIP is scheduled for 2021.

### Opportunities and Risks

Successful delivery of the Local Outcome Improvement Plan 2016-26 requires a robust programme management approach to the delivery of the 120 improvement projects in the refreshed LOIP. The Partnership has agreed to take a phased approach to the initiation of the projects in the LOIP to help ensure we are channelling our resources to those projects which are most likely to have the biggest impact; and/ or set the foundation for further improvement activity over the next two to three years. However, there will be no compromise on pace and therefore the timely initiation of planned projects is essential. The annual report provides an opportunity to reflect on progress achieved towards the stretch outcome aims, but also the implementation of the improvement projects.

### Consultation

The following people were consulted in the preparation of this report:

Chairs of Outcome Improvement Groups  
Lead Contact Group  
LOIP Project Managers

### Background Papers

The following papers were used in the preparation of this report.

[Local Outcome Improvement Plan 2016-2026 \(Refreshed 26 February 2019\)](#)

[CPA Improvement Programme 2019-21](#)

[CPA Live Improvement Project Charters and Progress Updates](#)

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## APPENDIX 1

### IMPROVEMENT PROJECTS DUE TO START IN 2019/20

	Project charter produced and project now live
	Project charter produced and feedback from CPA Board to be addressed
	Project postponed
	Project removed from LOIP

PROSPEROUS ECONOMY	
<b><i>Stretch Outcome 1. 10% increase in employment across priority and volume growth sectors by 2026 (Aberdeen Prospers)</i></b>	<b><i>Stretch Outcome 2. 90% of working people in Living Wage employment by 2026 (Aberdeen Prospers)</i></b>
<b>Projects scheduled to start in 2019/20</b>	<b>Projects scheduled to start in 2019/20</b>
<p><b>Aim:</b> Increase the number of SVQ level 4 qualifications achieved in ICT and Digital by 10% by 2021.  <b>Project Manager:</b> Allison Carrington, SDS/ Duncan Abernethy, Nescol  <b>Project charter approved by CPA Board:</b> Feb 20  <b>Current progress scale: 5 (On hold)</b></p>	<p>Increase employer sign up to the Real Living Wage by 2021. and year on year to achieve Real Living Wage City Status by 2026  <b>Project Manager:</b> Martin Barry (SE) / Kirsty Jarman (DWP)  <b>Project charter approved by CPA Board:</b> Dec 19  <b>Current progress scale: 5 (On hold)</b></p>
<p><b>Aim:</b> Stimulate a 5% increase in the number of start-up businesses in growth sectors by 2021.  <b>Project Manager:</b> Roz Taylor (Elevator) / Martin Barry (SE)  <b>Project charter approved by CPA Board:</b> Sep 19  <b>Current progress scale: 5 (On hold)</b></p>	<p>Increase the impact and measured value of Partnership wide community benefits programme by 2022.  <b>Project Manager:</b> Lori Manson (ACC) / Jonathan Smith (Civic Forum)  <b>Project charter approved by CPA Board:</b> July 19  <b>Current progress scale: 5 (On hold)</b></p>
<p><b>Aim:</b> Increase the number of people employed in growth sectors by 5% by 2021.  <b>Project Manager:</b> Allison Carrington (SDS) / Martin Barry (SE) / Kirsty Jarman (DWP)  <b>Project charter to CPA Board:</b> Sep 19 (<u>postponed to September 2020</u>)</p>	<p>Increase the % of people in Aberdeen who feel comfortable using digital tools by 2021.  <b>Project Manager:</b> Allison Carrington/ Andrew Howe  <b>Project charter approved by CPA Board:</b> July 19  <b>Current progress scale: 5</b></p>
	<p>Increase the number of people from priority groups (care experienced young people, people with convictions, people with housing need) employed by public sector partners by 2021.  <b>Project Manager:</b> Matt Lockley  <b>Project charter approved by CPA Board:</b> Feb 20  <b>Current progress scale: 5 (On hold)</b></p>

## PROSPEROUS PEOPLE

<b>Stretch Outcome 3. 95% of children (0-5 years) will reach their expected developmental milestones by the time of their child health reviews by 2026 (ICS)</b>	
<b>Projects scheduled to start in 2019/20</b>	
<p>Reduce the rate of teenage pregnancies [under 16s] by 3%, by 2021; and Reduce the rate of teenage pregnancies [under 16s] in the CPP locality areas by 10% by 2021.</p> <p><b>Project Manager:</b> Racheal Thompson  <b>Project charter approved by CPA Board:</b> Sep 19  <b>Current progress scale:</b> 6 <b>(On hold)</b></p>	<p>Reduce the number of pregnant mothers who smoke by 10% by 2022</p> <p><b>Project Manager:</b> Emma Williams  <b>Project charter to CPA Board:</b> July 2019  <b><u>(Postponed to September 2020).</u></b></p>
<p>Increase the number of pregnant young people who are able to remain in education during pregnancy by 50%, by 2022</p> <p><b>Project Manager:</b> Lauren Mackie  <b>Project charter approved by CPA Board:</b> Feb 20  <b>Current progress scale:</b> 5 <b>(On hold)</b></p>	<p>Reduce the number of babies exposed to second-hand smoke (at 6-8 week review) by 10% by 2022</p> <p><b>Project Manager:</b> Emma Williams  <b>Project charter to CPA Board:</b> July 2019  <b><u>(postponed to September 2020).</u></b></p>
<p>Increase the number of families who request additional support and receive an offer of an appropriate service within 30 days of receipt of the Child's Plan, to 80%, by 2021.</p> <p><b>Project Manager:</b> Eleanor McEwan  <b>Project charter approved by CPA Board:</b> Sep 19  <b>Current progress scale:</b> 7</p>	<p>Increase in the MMR vaccine uptake for children at 24 months by 3.9%, by 2020</p> <p><b>Project Manager:</b> Lisa Lawrie/Nicola Anderson  <b>Project charter to CPA Board:</b> July 2019 <b><u>(A paper to come to CPA Management Group in August 2020 to request this aim is removed)</u></b></p>
<p>Reduce the number of births affected by drugs by 0.6 %, by 2022</p> <p><b>Project Manager:</b> Simon Raynor, ADP  <b>Project charter approved by CPA Board:</b> Sep 19  <b>Current progress scale:</b> 5 <b>(On hold)</b></p>	<p>Increase the number of 27-30 month reviews completed for eligible children by 5.2%, by 2021.</p> <p><b>Project Manager:</b> Lisa Lawrie Nicola Anderson  <b>Project charter to CPA Board:</b> July 2019  <b><u>This has been removed from the LOIP.</u></b></p>

<p><b>Stretch Outcome 4. 90% of children and young people will report that they feel mentally well by 2026 (ICS)</b></p>	<p><b>Stretch Outcome 5. 95% of care experienced children and young people will have the same levels of attainment in education, emotional wellbeing, and positive destinations as their peers by 2026 (ICS)</b></p>
<p><b>Projects scheduled to start in 2019/20</b></p>	<p><b>Projects scheduled to start in 2019/20</b></p>
<p>Increase the confidence of parents and young people to recognise and seek support in response to deteriorating mental wellbeing by 2022; and Increase the confidence of school-based staff to recognise and respond to children who require support and directing them to the school Nursing Service to 90%, by 2021; and Increase the support provided by the school Nursing service to children and young people with escalating mental wellbeing concerns by 50% by 2022  <b>Project Manager:</b> Bill O’Hara/ Elaine Allan  <b>Project charter approved by CPA Board:</b> Dec 19  <b>Current progress scale:</b> 6 <b>(On hold)</b></p>	<p>Increase the number of care experienced young people accessing a positive and sustained destination by 25% by 2022  <b>Project Manager:</b> Larissa Gordon  <b>Project charter approved by CPA Board:</b> July 19  <b>Current progress scale:</b> 6</p> <p>Increase in the number of inhouse foster and kinship placements by 2021.  <b>Project Manager:</b> Isabel McDonnell/Tam Walker  <b>Project charter approved by CPA Board:</b> July 19  <b>Current progress scale:</b> 6 <b>(On hold)</b></p> <p>Increase number of staff, including carers working with care experienced children and young people trained in trauma skills and knowledge, to 80% by 2021.  <b>Project Manager:</b> Isabel McDonnell  <b>Project charter approved by CPA Board:</b> Dec 19  <b>Current progress scale:</b> 5 <b>(On hold)</b></p> <p>Increase the number of children and young people remaining in a placement between 16-18 year by 2021; and Reduce the number children who experience more than 1 placement over a year by 2022.  <b>Project Manager:</b> Andrea McGill/ Isabel McDonnell  <b>Project charter approved by CPA Board:</b> Dec 19  <b>Current progress scale:</b> 5 <b>(On hold)</b></p> <p>Increase the number of care experienced people who receive appropriate support when accessing their records by 2022  <b>Project Manager:</b> Gaynor Clarke  <b>Project charter approved by CPA Board:</b> Dec 19  <b>Current progress scale:</b> 5 <b>(On hold)</b></p>

<b><i>Stretch Outcome 6. 95% of children living in our priority localities will sustain a positive destination upon leaving school by 2026 (ICS)</i></b>	<b><i>Stretch Outcome 7. Child Friendly City which supports all children to prosper and engage actively with their communities by 2026 (ICS)</i></b>
<b>Projects scheduled to start in 2019/20</b>	<b>Projects scheduled to start in 2019/20</b>
<p>Increase the no. young people who effectively transition from primary school to secondary school by 2021.  <b>Project Manager:</b> Gael Ross  <b>Project charter approved by CPA Board:</b> July 19  <b>Current progress scale:</b> 5 <b>(On hold)</b></p>	N/A
<p>Increase the number of young people taking up foundation apprenticeships to 142 by 2021.  <b>Project Manager:</b> Nicola Graham  <b>Project charter approved by CPA Board:</b> July 19  <b>Current progress scale:</b> 6 <b>(On hold)</b></p>	
<p>Increase the number of opportunities for parents and carers to gain an insight into how to meaningfully contribute to the educational progress of their children and young people by 30% by 2021.  <b>Project Manager:</b> Alex Duncan, ACC  <b>Project charter approved by CPA Board:</b> Sep 19  <b>Current progress scale:</b> 5 <b>(On hold)</b></p>	
<p>Increase the number of young people living in Quintiles 1,2 and 3 who achieve a sustained positive destination by working with communities to 90% 2022  <b>Project Manager:</b> James Simpson  <b>Project charter approved by CPA Board:</b> July 19  <b>Current progress scale:</b> 6 <b>(On hold)</b></p>	
<p>Reduce the number of winter leavers with no positive destination by 50% by 2021.  <b>Project Manager:</b> Leona McDermid  <b>Project charter approved by CPA Board:</b> Sep 19  <b>Current progress scale:</b> 6 <b>(On hold)</b></p>	
<p>Increase the number of partners supporting delivery of the Senior Phase by 10% by 2021; and Increase the range and number of accredited courses being provided by schools and partners by 25% by 2021.  <b>Project Manager:</b> Nicola Graham  <b>Project charter considered by CPA Board:</b> Feb 20 and feedback to be addressed.  <b>Current progress scale:</b> 4</p>	

<p><b>Stretch Outcome 8. 25% fewer young people (under 18) charged with an offence by 2026 (Community Justice Group/ ICS)</b></p>	<p><b>Stretch Outcome 9. 25% fewer people receiving a first ever Court conviction each year by 2026 (Community Justice Group)</b></p>
<p><b>Projects scheduled to start in 2019/20</b></p>	<p><b>Projects scheduled to start in 2019/20</b></p>
<p>Reduce the number of young people identified as having indicators of being at risk of being excluded from school by 2021.  <b>Project Manager:</b> Graeme Simpson  <b>Project charter approved by CPA Board:</b> Feb 20  <b>Current progress scale:</b> 5 <b>(On hold)</b></p>	<p>Increase the number of cases of people appropriately diverted from prosecution by 2021; and Extend the multi-agency problem solving approach to all 16 and 17 year olds charged with an offence to reduce the likelihood of reoffending which could lead to a conviction by 2021.  <b>Project Manager:</b> Claire Duncan  <b>Project charter approved by CPA Board:</b> Sep 19  <b>Current progress scale:</b> 6 <b>(On hold)</b></p>
<p>Increase by 20% the number of young people identified as being at risk of becoming involved in offending behaviour who are engaged in targeted community-based activities by 2021; and Reduce instances of anti-social behaviour as a result of appropriate and effective interventions in targeted areas by 10% by 2021.  <b>Project Manager:</b> Derek McGowan  <b>Project charter approved by CPA Board:</b> Sep 19  <b>Current progress scale:</b> 6 <b>(On hold)</b></p>	<p>Using a whole population approach:  i) Increase awareness of domestic abuse by 2021, and then, as a result of this; and ii) decrease number of reported incidents by 30% by 2026.  <b>Project Manager:</b> Susan Morrison  <b>Project charter to CPA Board:</b> Feb 2020  <u><b>(postponed to September 2020)</b></u></p>

<b>Stretch Outcome 10. 2% fewer people reconvicted within one year of receiving a community or custodial sentence by 2026 (Community Justice Group)</b>	
<b>Projects scheduled to start in 2019/20</b>	
<p>Increase no. of individuals who are on a custodial sentence, CPO Supervision or Diversion from Prosecution are being supported to make progress on the Employability Pipeline by 2021.  <b>Project Manager:</b> Nicola Graham  <b>Project charter approved by CPA Board:</b> Feb 18 (continued from previous LOIP)  <b>Current progress scale:</b> 7</p>	<p>Increase number of young people who need support in relation to trauma and bereavement having access to such support by 2021.  <b>Project Manager:</b> Jane Fletcher  <b>Project charter to CPA Board:</b> Dec 2019  <b><u>(Postponed to September 2020)</u></b></p>
<p>Increase the number of family members of people in HMP Grampian and HMYOI Polmont who received appropriate and timely support from Families Outside, Family Centre &amp; Help Hub (Action for Children), and Alcohol &amp; Drugs Action by 20% by 2021.  <b>Project Manager:</b> Susan Morrison  <b>Project charter approved by CPA Board:</b> Aug 18 (continued from previous LOIP)  <b>Current progress scale:</b> 6 <b>(On hold)</b></p>	<p>Increase in number of calls by Criminal Justice professionals for advice/support to an expert helpline; and Increase number referred for appropriate assessment/ support/ treatment/ services in relation to mental health issues: - in Police custody - on a community disposal - in HMP Grampian By 2021  <b>Project Manager:</b> Claire Duncan/ John Donaghey  <b>Project charter to CPA Board:</b> Dec 2019  <b><u>(postponed to September 2020)</u></b></p>
<p>Increase the number of individuals who are involved in cuckooing* incidents who undertake effective interventions or who are referred to relevant support services in priority localities by 2021.  <b>Project Manager:</b> Fionnuala McPhail, PS <b>Project charter approved by CPA Board:</b> July 19  <b>Current progress scale:</b> 7 <b>(On hold)</b></p>	
<p>Increase the uptake and retention of people in the Justice System with drug and alcohol problems in specialist services by 100% by 2021.  <b>Project Manager:</b> Simon Rayner  <b>Project charter approved by CPA Board:</b> July 19  <b>Current progress scale:</b> 6</p>	
<p>Increase % of non-statutory prisoners (aged 21+) who are offered relevant voluntary support on release from HMP Grampian by 2021.  Scottish Prison Service  <b>Project Manager:</b> Mike Hebden  <b>Project charter approved by CPA Board:</b> Feb 20  <b>Current progress scale:</b> 5 <b>(On hold)</b></p>	

<b>Stretch Outcome 11. Healthy life expectancy (time lived in good health) is five years longer by 2026 (Resilient, Included, Supported Group)</b>	
<b>Projects scheduled to start in 2019/20</b>	
<p>Increase uptake of a range of activities that enable people with long term conditions to manage their health and well-being by 2021.  <b>Project Manager:</b> Keith Gerrard  <b>Project charter approved by CPA Board:</b> July 19  <b>Current progress scale:</b> 6 <b>(On hold)</b></p>	<p>Increase the number of distress brief intervention opportunities for people with mental health issues by 10% by 2021.  <b>Project Manager:</b> Rachel Middleton  <b>Project charter approved by CPA Board:</b> Feb 20  <b>Current progress scale:</b> 5</p>
<p>Extend link working approach across primary care to support 3,000 people to attain their own identified outcomes by 2021.  <b>Project Manager:</b> Jenny McCann  <b>Project charter approved by CPA Board:</b> Sep 19  <b>Current progress scale:</b> 6</p>	<p>Reduce suicide rates amongst men in Aberdeen to below 2016 levels (16) by 2021.  <b>Project Manager:</b> Chris Littlejohn  <b>Project charter considered by CPA Board:</b> Feb 20 and feedback to be addressed.  <b>Current progress scale:</b> 4</p>
<p>Reduce % of men and women who are obese to 20% by 2021.  <b>Project Manager:</b> Chris Littlejohn  <b>Project charter approved by CPA Board:</b> Sep 19  <b>Current progress scale:</b> 6 <b>(On hold)</b></p>	<p>Increase the number of people who are engaged with citizens in areas which impact on lifestyle and health that are trained in Teachback techniques by 100% by 2021.  <b>Project Manager:</b> Ann Smith  <b>Project charter approved by CPA Board:</b> Feb 20  <b>Current progress scale:</b> 5</p>
<p>Increase opportunities for people who are retired to continue and increase their contribution to communities by 10% by 2021.  <b>Project Manager:</b> Jane Russell  <b>Project charter approved by CPA Board:</b> Dec 19  <b>Current progress scale:</b> 5</p>	<p>Reduce tobacco smoking by 5% overall by 2021.  <b>Project Manager:</b> Linda Smith  <b>Project charter approved by CPA Board:</b> Feb 20  <b>Current progress scale:</b> 5</p>
<p>Increase by 25% year on year, the number of people who have benefited from a Making Every Opportunity Count conversation or intervention  <b>Project Manager:</b> Linda Leighton Beck  <b>Project charter approved by CPA Board:</b> Feb 20  <b>Current progress scale:</b> 5 <b>(On hold)</b></p>	<p>Increase the number of unpaid carers participating in support programme reflecting healthy life choices by 25% by 2021.  <b>Project Manager:</b> Alison McLeod  <b>Project charter to CPA Board:</b> Feb 2020  <b>(postponed to September 2020)</b></p>
<p>Improve health and wellbeing outcomes for at least 50% of homeless people participating in the Housing First programme by 2021.  <b>Project Manager:</b> Julie Somers  <b>Project charter approved by CPA Board:</b> Dec 19  <b>Current progress scale:</b> 5 <b>(On hold)</b></p>	<p>Increase the number of community run green spaces that are organised and self-managed, particularly in priority localities where satisfaction and use is low  <b>Project Manager:</b> Stephen Shaw  <b>Project charter to CPA Board:</b> Feb 2020  <b>(postponed to September 2020)</b></p>
<p>Increase the number of people with autism who are supported to be in education, employment or training by 2021.  <b>Project Manager:</b> Jenny Rae  <b>Project charter approved by CPA Board:</b> Dec 19  <b>Current progress scale:</b> 5 <b>(On hold)</b></p>	

<b><i>Stretch Outcome 12. Rate of harmful levels of alcohol consumption reduced by 4% and drug related deaths lower than Scotland by 2026 (Alcohol and Drugs Partnership)</i></b>
<b>Projects scheduled to start in 2019/20</b>
<p>Increase the % of Care experienced children and young people receiving educational and support input on alcohol/ drugs issues by 2021.  <b>Project Manager:</b> Simon Rayner/ Tam Walker  <b>Project charter approved by CPA Board:</b> Sep 19  <b>Current progress scale:</b> 6</p>
<p>100% of schools have a progressive, cohesive and relevant substance misuse curriculum by 2021.  <b>Project Manager:</b> Simon Rayner / Lesley Stopani  <b>Project charter approved by CPA Board:</b> Sep 19  <b>Current progress scale:</b> 6</p>
<p>Reduce the incidence of fatal drug overdose through innovative developments and by increasing the distribution of naloxone by 10% year on year by 2021.  <b>Project Manager:</b> Simon Rayner / Tara Shivaji  <b>Project charter approved by CPA Board:</b> Sep 19  <b>Current progress scale:</b> 6</p>
<p>Increase number of alcohol brief interventions delivered by Primary Care providers and other professionals by 100% by 2021.  <b>Project Manager:</b> Tara Shivaji  <b>Project charter approved by CP A Board:</b> Dec 19  <b>Current progress scale:</b> 6</p>
<p>Increase the number of Number of alcohol licensed premises awarded Best Bar None status by 2021.  <b>Project Manager:</b> Kenny McGeough  <b>Project charter approved by CPA Board:</b> Dec 19  <b>Current progress scale:</b> 5 <b>(On hold)</b></p>
<p>Increase opportunities for individuals who have been at risk of Blood Borne Viruses, being tested and accessing treatment by 2021.  <b>Project Manager:</b> Simon Rayner / Lisa Allerton  <b>Project charter approved by CPA Board:</b> Feb 20  <b>Current progress scale:</b> <b>(On hold)</b>5</p>
<p>Increase % of the population who feel informed about using alcohol responsibly by 2021.  <b>Project Manager:</b> Gillian Robertson  <b>Project charter approved by CPA Board:</b> Feb 20  <b>Current progress scale:</b> 5</p>
<p>Increase uptake of drug treatment and specifically within Locality Areas by 10% each year by 2021.  <b>Project Manager:</b> Simon Rayner  <b>Project charter approved by CPA Board:</b> Feb 20  <b>Current progress scale:</b> 5</p>

## PROSPEROUS PLACE

<p><b>Stretch Outcome 13. No one in Aberdeen will go without food due to poverty by 2026 (Sustainable City Group)</b></p>	<p><b>Stretch outcome 14. Addressing climate change by reducing Aberdeen's carbon emissions by 42.5% by 2026 and adapting to the impacts of our changing climate (Sustainable City Group)</b></p>
<p><b>Projects scheduled to start in 2019/20</b></p>	<p><b>Projects scheduled to start in 2019/20</b></p>
<p>Increase community food growing in schools, communities and workplaces by 2021.  <b>Project Manager:</b> Steven Shaw  <b>Project charter approved by CPA Board:</b> July 19  <b>Current progress scale:</b> 6 <b>(On hold)</b></p>	<p>Community led resilience plans in place for areas most vulnerable to flooding by 2021; and Community led resilience plans in place across all areas by 2026  <b>Project Manager:</b> Dawn Shultz  <b>Project charter to CPA Board:</b> July 19  <b>Current progress scale:</b> 5 <b>(On hold)</b></p>
<p>Increase in the uptake of Healthy Start Scheme and Vitamins by 4%, by April 2020; and Increase the number of people using community pantries by 2021  <b>Project Manager:</b> Emma Williams  <b>Project charter approved by CPA Board:</b> Dec 19  <b>Current progress scale:</b> 6 <b>(On hold)</b></p>	<p>Reduce Aberdeen's carbon emissions by 30% by 2021.  <b>Project Manager:</b> Sinclair Laing  <b>Project charter to CPA Board:</b> Feb 2020  <u><b>(postponed to TBC 2020)</b></u></p>
	<p>Increase the completeness of data within the 'at risk database' to identify those people most vulnerable.  <b>Project Manager:</b> Derek McGowan  <b>Project charter to CPA Board:</b> Feb 2020  <u><b>(postponed to TBC 2020)</b></u></p>
<p><b>Stretch outcome 15. 38% of people walking and 5% of people cycling as main mode of travel by 2026 (Sustainable City Group)</b></p>	<p><b>Community Engagement Group Project</b></p>
<p><b>Projects scheduled to start in 2019/20</b></p>	<p><b>Projects scheduled to start in 2019/20</b></p>
<p>Increase % of people who cycle as main mode of travel to 3% by 2021.  <b>Project Manager:</b> Kelly Wiltshire  <b>Project charter approved by CPA Board:</b> Feb 20  <b>Current progress scale:</b> 5 <b>(On hold)</b></p>	<p>Increase Participation and Asset Transfer Requests  <b>Project Manager:</b> Jonathan Smith  <b>Project charter approved by CPA Board:</b> July 19  <b>Current progress scale:</b> 6 <b>(On hold)</b></p>
<p>Increase % of people who walk as main mode of travel to 31% by 2021.  <b>Project Manager:</b> Kelly Wiltshire  <b>Project charter to CPA Board:</b> Dec 2019  <u><b>(postponed to September 2020)</b></u></p>	



# ANNUAL OUTCOME IMPROVEMENT REPORT

2019/20



## By Councillor Jenny Laing and Chief Superintendent Campbell Thomson

This year's Annual Report is brought to you in exceptional circumstances. The Covid-19 pandemic has impacted on every area of our society. Although the consequences are set to be grave, this has not impacted on our overall performance during 2019/20, given it arrived only a few weeks before the end of the reporting year. This report serves as an important reminder of what we had achieved just weeks prior to the pandemic hitting and, as we approach the fourth year of our [Local Outcome Improvement Plan](#) (LOIP) 2016-26, confirms that our shared vision and priorities for the City remain as relevant as ever.

To tighten up our commitments, we refreshed the LOIP in February 2019 and introduced 15 Stretch Outcomes which provide a clear route map to 2026. The Partnership's ethos of cooperation and collaboration and relentless determination has yielded great results during 2019/20 and it is with pleasure that we offer our third Annual Outcome Improvement Report in demonstration of the work of Community Planning Aberdeen.

Over the course of the year we have initiated 52 improvement projects which seek to tackle diverse issues and deliver wide ranging benefits for our economy, people and place. For example our work to support and sustain new businesses in priority growth sectors and create employment opportunities outwith the prominent oil and gas sector is starting to pay dividends. This year we can report a 4.8% increase in the number of people employed in growth sectors and 45 new enterprises starting up since last year. Digital is a growth sector which is growing rapidly and we are doing a lot of work to upskill our workforce and citizens to be able to take advantage of the opportunities this presents. Our latest City Voice survey of March 2020 shows an increase of 8% in the number of people who have basic digital tools since 2018. We are also delighted to report a 2.3% increase in people in living wage employment since 2018, with five more employers across the City receiving accreditation.

Our enduring ambition, and indeed duty, is to ensure that all people in Aberdeen can enjoy safety, prosperity and dignity. All of our improvement projects are focussed on improving outcomes for people in Aberdeen. From pre-birth to end of life, we are supporting people on their journey and it is fantastic to be able to celebrate in people's great achievements. This year we can report that 93.2% of our young people have reached a positive destination, which is up from previous years, including in the City's most deprived areas. Our work to improve levels of attendance keeps young people engaged in school and encouraging the uptake of foundation apprenticeships offers a solid basis to find employment. This year we saw a significant increase in the number of children undertaking and completing a foundation apprenticeship from 17 last year to 93.

But not all people experience such a positive start in life. Much of the work of the partnership deals with the consequences of adverse childhood experiences and supporting children, people and families to thrive in very challenging circumstances. Through the city's ambition to become a Unicef accredited 'Child Friendly City', we are working increasingly closely with children and young people to provide them with a range of opportunities to directly influence and shape the city they live in and the services that they access.

Our work to improve access to services for families who need additional support means that 93% of families are now receiving an offer of service within 30 days; which surpasses our aim of 80% and is a vast improvement on the 174 days some families had to wait back in 2016.

Care experienced young people face many barriers to achieving positive outcomes and we are taking forward a range of initiatives to help them overcome these. Enabling care experienced children and young people to remain in kinship care can have a very positive impact on mental and physical health and wellbeing and our improvement work in this area has resulted in an increase in 17% of kinship care placements this year. We are also able to report that that the proportion of care experienced young people attaining one or more qualifications at SCQF level 4 has increased from 73.9% to 76% since 2016/17 and sustained positive destinations have increased from 73.9% to 79% during the same period.

We have been doing targeted work with our young people in Northfield and Torry to reduce anti-social behaviour which can lead to more serious offences. Working closely with the Police and communities to divert young people into community based activities, we have seen calls regarding anti-social behaviour drop in Northfield by 34% since February 2019. We are also seeing evidence of a similar trend in Torry. It is this type of multi-agency problem solving approach that is helping us divert individuals from the justice system and reduce offending. Latest data available at the end of 2019/20 shows that 743 people aged over 18 received a first court conviction; which is a reduction of 8% overall from data available last year.

The support that the Partnership is offering through our improvement projects this year promises to be life changing for many vulnerable people across the City: supporting people in the justice system get back into employment, helping individuals recover from being involved in cuckooing, organising activities for people with long term conditions to be more active, working with homeless people and others to define and achieve their personal health and wellbeing outcomes, early and preventative interventions for people using drugs and alcohol, and ensuring every person in Aberdeen has access to healthy, tasty ,affordable food.

Looking ahead to 2020/21 we are dealing with the impact of COVID-19, which continues to unfold in a challenging and potentially uncertain financial environment. We would like to take this opportunity to give our sincere thanks to staff across the Partnership for the invaluable work they have undertaken in response to the emergency; and for their contribution to the recovery process that lies ahead. Throughout the report we have identified priority areas for improvement during 2020/21, derived from the one year Aberdeen City Socio-Economic Rescue Plan, which will lead us into the scheduled refresh of the LOIP in 2021.

We are encouraged by the results we have achieved this year and know that it is only by continuing to work together, and with the private sector, to build on these achievements that we remain on track to realise our vision of Aberdeen as a place where all people can prosper.



***Councillor Jenny Laing, Chair of Community Planning Aberdeen, Co-Leader of Aberdeen City Council***



***Chief Superintendent Campbell Thomson, Police Scotland, Vice Chair of Community Planning Aberdeen***

# CONTENTS

1	Foreword by Councillor Jenny Laing and Chief Superintendent Campbell Thomson	1
2	<b>Prosperous Economy</b>	4
3	<b>Prosperous People</b>	<b>9</b>
	Children	9
	Vulnerable Adults	17
4	<b>Prosperous Place</b>	<b>24</b>
5	<b>Working with Communities</b>	<b>27</b>
6	<b>Who's Who</b>	<b>30</b>

# PROSPEROUS ECONOMY



## Our Stretch Outcomes

### SO1

10% Increase in employment in priority growth sectors by 2026



### SO2

90% of working people will earn the living wage by 2026



## Headline achievements during 2019/20

9% increase in working age people in employment since 2016

4.8% more people employed in growth sectors and 45 new enterprises

451 people attending our first Annual Business Festival

8% more people able to use digital tools

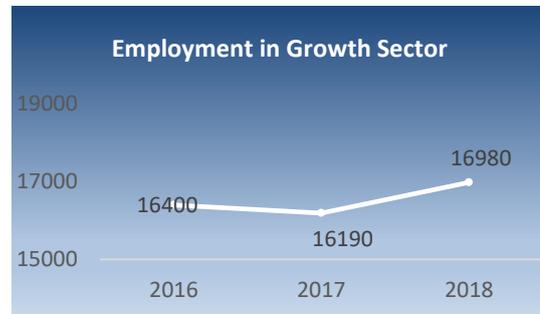
2.3% increase in people earning living wage and 5 mor employers accredited

Tillydrone community helping shape community benefit clause

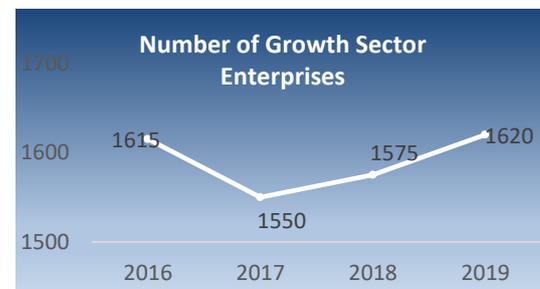
# Progress made during 2019/20

## Increase in Employment in Growth Sectors

Aberdeen City has one of the largest working age populations of any Scottish local authority areas at 69% compared to 64.5% for the rest of Scotland. The continued diversification of our economy from the prominent oil and gas sector into other growth sectors is vital to secure new and lasting employment opportunities for the people of Aberdeen. Latest data available at the end of 2019/20 showed that 79% of working age people in Aberdeen were in a job (up from 70% three years ago) and employment in growth sectors increased by 790 (4.8%), which is a continuing upward trend.



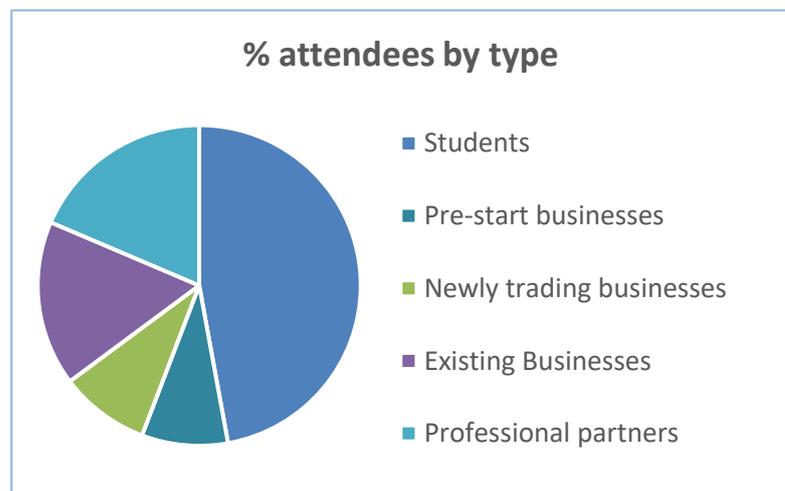
New companies can be the primary creators of new jobs and they also have an important role in sustaining jobs. This is why stimulating growth in start-up businesses across the nationally recognised growth sectors (digital/creative; food and drink; life sciences and tourism) and our locally identified priority sectors (health & social care and construction) is a priority for Community Planning Aberdeen. We are delighted to see that the number of growth sector enterprises is increasing, with 45 new enterprises starting up since 2018/19, offering the potential for more employment opportunities in these sectors.



As part of our improvement work to **increase the number of start-up businesses in growth sectors**, this year we held our first Annual Festival for businesses to: help business growth, challenge and stimulate, and draw attention to support available to new businesses. The event, led by community planning partners Elevator and Scottish Enterprise, was held in October 2019 and attracted 451 people. Feedback from the event was very positive and it is our intention to run it again during 2020/21.



**451 people**  
attended our first  
Annual Festival for  
Business in October  
2019

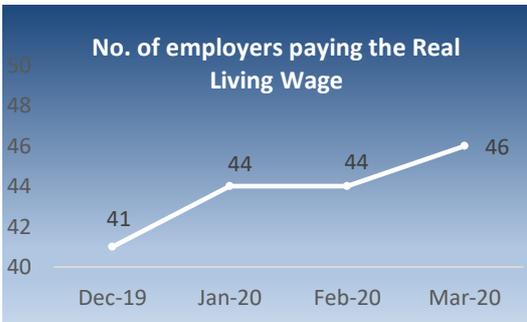
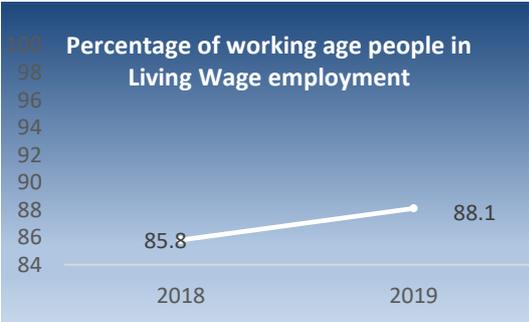


With an increase in jobs in growth sectors, comes an increase in demand for talent and a workforce equipped to support this diversification of business and economy. One of the growth sectors we have prioritised to support is the digital sector, which is growing rapidly, although it is not only the digital sector which is demanding digital skills. These skills are becoming ever more prevalent in roles across a range of sectors and occupations. We are working together to strengthen the talent pipeline for digital jobs through our improvement work to [increase qualifications in ICT and digital skills](#). Our intention is to conduct market research in two schools in Aberdeen City to understand how we can encourage young people, especially females, to pursue a in this qualification in this much sought after area. We are particularly keen to support an increase in people with ICT and Digital skills at SCQF Levels 7 and 8 which we believe will enable them to take advantage of digital opportunities as they arise and ensure a pipeline of talent to fill digital roles in the future.

Gaining a formal qualification is not the only way of acquiring skills in digital technology and increasing employment opportunities is not the only benefit. Digital connectivity can help individuals at risk of isolation and inequality in our communities and we recognise the benefits of upskilling all citizens. Working with community groups such as the Aberdeen Silver Surfers, the Partnership aims to [increase the number of people in Aberdeen who feel comfortable using digital tools](#) through sharing resources, best practice and recruitment of volunteers. We have been trialling community drop-in sessions for customers to learn how to set up and use email at Tillydrone Library and feedback will inform more community events in the future. Data from our City Voice Survey conducted in March 2020, shows an increase in the percentage of people in Aberdeen who have basic digital skills from 70% to 78% since 2018.

### Increase in People in Living Wage Employment

Latest data available at the end of 2019/20 showed that 88.1% of employees in the city were in living wage employment, which is 2.3% higher than 2018; giving us confidence that we are well on track to achieve our stretch outcome of 90% by 2026



The number of employers signed up to the real living wage has also increased. Based on data from Living Wage Scotland, there are currently 46 accredited Living Wage employers in the city, which is an increase of five since we started our improvement work to [increase employer sign up to the Real Living Wage](#).



We hope to continue to build on this success through further promotion of the real living wage on Community Planning Aberdeen's new corporate social responsibility platform. The website raises awareness of the opportunity for businesses to support improved outcomes for the City by signing up as a real living wage employer. We are also seeking a champion from one of the 46 accredited organisations in the City to help us raise awareness of the benefits of being a real living wage employer to enlist more employers from the private sector.

An employer's round table is being held to discuss issues around the wage and low pay of people living in priority localities, focussing initially on Torry. Greater uptake of the Real Living Wage helps tackle pockets of in-work poverty within the city, with the added effect of increasing average earnings, productivity and boosting the wider economy. Data available at the end of 2019/20 shows an increase in the median gross weekly pay for Aberdeen from £578 in 2018 to £599 in 2019, which is above Scotland's median of £587.

Community benefits clauses are another way that businesses can contribute to improving the outcomes for communities across Aberdeen. They are included within contracts with Aberdeen City Council and commit the successful bidder to deliver some form of social, economic or environmental benefit in addition to fulfilling the core purpose of the contract. We have been working to improve how communities and partner organisations participate with the process to [increase the impact and measured value of partnership wide community benefits programme](#). Input from communities ensure requirements sought are welcomed, aligned to local need and wherever possible, build on existing initiatives.

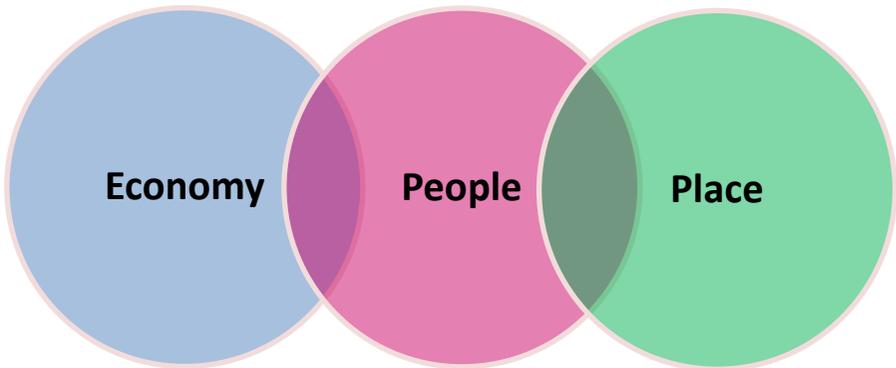
Our first opportunity to test this new approach has been in relation to the new primary school to be built on the site of former St Machar Primary School. We have engaged with various groups within the Tillydrone area and a community engagement session was facilitated in March 2020. As a result, community members have generated a number of ideas which the successful bidder will be asked to consider supporting.



## Improvement priorities 2020/21

Next year our overarching priority will be to help the economy recover following the Covid-19 public health crisis, accelerating improvement work planned in the following areas:

- Job creation and skills development to address employment gaps in sectors such as health and care
- Promotion of job and learning opportunities through an online local jobs portal to increase access to jobs at all levels for city region residents
- Work with the business community to align corporate social responsibility efforts to our socio-economic recovery
- Promotion of opportunities for the digital sector to enable new ways of working long-term



# Connecting Outcomes: Removing the barriers to employment

## Employability

Supporting people to get into employment contributes to improved outcomes across our economy, people and place.

Increasing the pool of available workers supports employers as well the wider community.

But being employed, or volunteering, offers much broader financial, health and wellbeing benefits for an individual.

We take a holistic approach to delivering the positives of employment to all our citizens.

### How are we doing this?

Through our multi agency improvement projects we are putting in place changes that open up the options for working and volunteering, for all of our citizens, regardless of their circumstances.

We're taking a multi-faceted approach recognising that the challenges and benefits are interconnected and support the delivery of multiple stretch outcomes.



## What changes are we currently testing?

- Employer focus groups/events to raise awareness of employment opportunities from targeted groups and to identify support required to remove barriers
- Developing opportunities for upskilling through training or volunteering
- Introduction of an apprenticeship information pack for guidance teachers
- Identifying single points of contact who can provide support/information to individuals
- Identifying methods that could be used to help support young mums to remain in education

## What have we achieved?

- Increase of 76 young people completing a Foundation Apprenticeship or currently training since 18/19
- 951 people attain their own personal outcomes through link work support
- 36 volunteers support the community pantries
- 8 employers attended autism awareness session
- Established a Fair Start Scotland Health and Wellbeing Group

Page 147

# PROSPEROUS PEOPLE

# Children & Young People



## Our Stretch Outcomes

### SO3

95% of children will reach their expected developmental milestones



### SO4

90% of children/ young people report feeling mentally well by 2026



### SO5

95% of care experienced children have similar outcomes to their peers



### SO6

95% of children in localities sustain a positive destination



### SO7

Child Friendly City by 2026



### SO8

25% fewer young people charged with an offence by 2026



## Headline achievements during 2019/20

1.7% more babies being exclusively breastfed at 6-8 weeks

93.2% of young people achieving a positive and sustained destination

More young people living in quintiles 1,2 & 3 with positive destination

Increased qualifications and positive destinations for care experienced young people

17% increase in the number of Kinship Care placements

82% Increase in the number of young people undertaking a Foundation Apprenticeship

34% Drop in the number of youth disturbance calls in Northfield

# Progress made during 2019/20

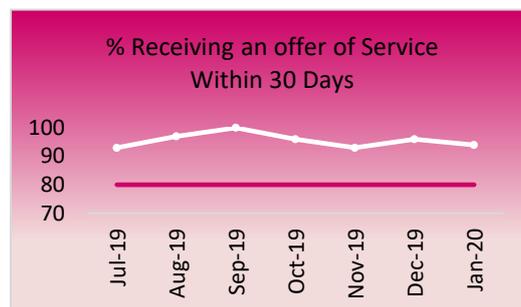
## Support to Reach Developmental Milestones

The early years of a child's life are very important for his or her health and development. Developmental milestones offer important clues about a child's developmental health and reaching milestones at the typical ages shows a child is developing as expected. Latest data available at the end of 2019/20 shows, 78.3% of children met their developmental milestones at the time of their 27-30 month review.

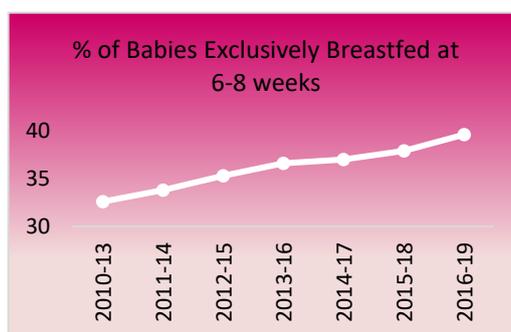


Parents are well supported in Aberdeen to understand the issues which have an impact on the health needs of their children and are able to put that knowledge into practice to help them reach their developmental milestones. However, we recognise that there are times that a family needs some extra support. In 2016 we discovered that some families were waiting as long as 174 days to be referred to specialist services. Since then we have worked with multiple partners to ensure families receive appropriate and timely support. At the time of refreshing our LOIP in 2019 we took this commitment a step further by setting an aim that 80% of families will receive an offer of an appropriate service within 30 days by 2021.

The development of a more effective referral system has achieved rapid improvement and over the past year families have consistently received an offer of service within 30 days at least 93% of the time. This improvement work involved creating a central referral system for all family support, enabling providers to identify and prioritise the families they felt best able to offer support to. Having achieved our aim, this year we aim to decrease the time it takes for our families to receive the service.



An area we seek to support mums with is breastfeeding. There is evidence demonstrating the health benefits of breastfeeding for both mothers and infants and it is recommended that every child should be exclusively breastfed for the first 6 months of life. Aberdeen shows an upward trend in breastfeeding with latest data showing a 1.7% increase from last year to 39.6% of babies being exclusively breastfed at 6-8 weeks. However, this is lower in our priority localities and we are working with local communities to test initiatives that might increase breastfeeding rates. For example, peer support groups to help first time mums to learn how to breastfeed; e-learning supports for dads; and linking in with business across the community to ask them to sign up to breastfeeding friendly Scotland.



Being a parent is one of the most rewarding jobs, but it can also be one of the most difficult. Many parents need support to cope with the change of having a new baby and this can be especially true for young mums. Whilst it is recognised that teenage pregnancy may be a choice and a positive experience, in many situations teenage pregnancy can be linked to adverse childhood experiences. Our improvement work to **reduce teenage pregnancy** tackles the issues which lead to pregnancy in young people, supporting choices and providing opportunities to improve their relationships and sexual health. Latest data at the end of 2019/20 shows that teenage pregnancies continue to reduce in Aberdeen and the rate of teenage pregnancies in under 16 is now lower than the Scottish average.

Young mums are less likely to complete their education, pursue positive post-school destinations (in employment or education), or to attain qualifications in adulthood. We also know from our family nurses that not all pregnant young women are known to their education system which means that they may not receive the support they need to remain. It has been shown that young school age women are considerably more likely to drop out of school if their needs are not met. As part of our work to help **increase the number of pregnant young women who are able to remain in education** during pregnancy we are testing ways to provide online learning opportunities and spaces such as breastfeeding areas/ childcare facilities at school. We are also raising the awareness of pupils, teachers and parents of how they can support pregnant young mums.

## Early Intervention for Children’s Mental Health and Wellbeing

The mental health and wellbeing of our children and young people in Aberdeen is of paramount importance. Information from the latest biennial salsus survey (2018) shows that 31% of 13-year olds and 34% of 15-year olds in the city had significant emotional concerns. Further 26% of 13-year olds and 25% of 15-year olds reported peer relationship concerns.

To address the needs of our young people with mental wellbeing concerns we have been working in collaboration with the Pan-Grampian Child and Adolescent Mental Wellbeing group to share intelligence, insight and best practice in delivering interventions which can improve mental health and wellbeing. In response to a deeper understanding of challenges faced by secondary schools, we have invested in a permanent Immunisation Team to release capacity for school nurses to deliver mental health consultations to support children and young people with Tier 1 and 2 mental wellbeing concerns before they escalate. We are developing a more inclusive referral system to ensure that school nurses maximise the number of relevant referrals they receive for children and young people. This involves working with parents, pupils and teachers to increase their confidence to **recognise and respond to young people with mental health concerns**. This has led to the development of the resilience alphabet targeted at both Primary and Secondary Pupils.

We have begun testing interventions in 4 of our schools namely: Bucksburn, Bridge of Don, Hazlehead and Aberdeen Grammar. We’re also testing an app which allows pupils to report how they feel. This will allow us to gather a much more effective picture of the needs of our young people in the area of mental wellbeing

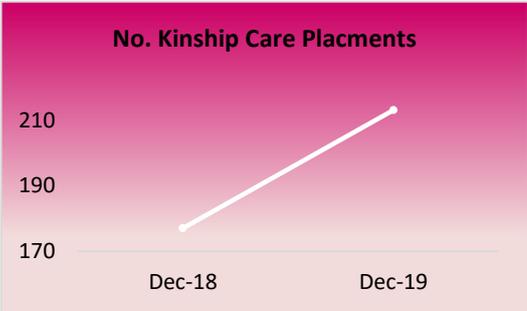


# Supporting Improved Outcomes for Care Experienced Children

Care experienced young people face a variety of barriers to achieving positive outcomes. They are more likely to be impacted by adverse childhood experiences which can influence aspects such as attachment, nurture and attainment. However, latest data available at the end of 2019/20 for Aberdeen City shows that the proportion of care experienced young people attaining one or more qualifications at SCQF level 4 has increased from 73.9% to 76% since 2016/17 and sustained positive destinations of the cohort have also increased from 73.9% to 79% during the same time period.

Statistically care experienced young people are more likely to have Additional Support Needs, have disrupted learning, low attendance and ultimately struggle to go on to a positive destination on leaving school. This year one of our improvement projects has been working to provide targeted support for this cohort of young people with a view to **increasing their attendance and reducing exclusions**. Initial data has been very promising, the first young people we worked with saw an overall increase of attendance of 20% and a 10% reduction in exclusions.

Children who grow up within their families have an increased sense of identity and security where they are supported to achieve in all aspects of their wellbeing. It is also very much the case for young people in the care system, being placed within their family reduces the impact of being away from their community network and research tells us these losses impact on mental and physically health and wellbeing. Children being placed with kin at an early stage, minimises the need for unnecessary foster placements which research tells us is not in the best interests of the child. This year our improvement work in this area has resulted in an increase of 17% in **the number of care experienced children and young people who have been able to remain in kinship care**.

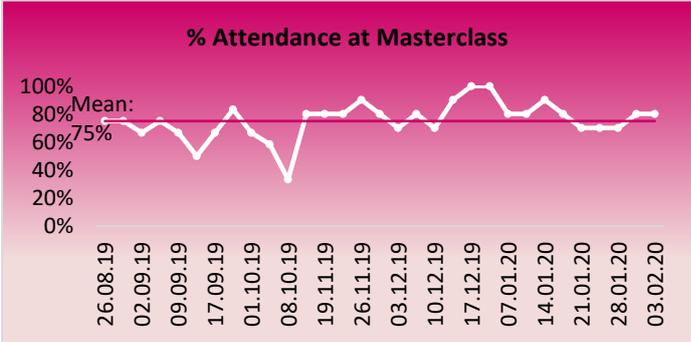


Recording is a crucial part of day to day practice, and for care experienced people, records hold deep meaning and represent their life history and identity. An individual’s decision to access their records is not taken lightly, and each person deserves the sensitive, person centred support they require to access and make sense of their records. We have been looking at ways that we can **support individuals to access their records** and train our staff in the gathering of information about our care experienced young people to ensure they feel their record accurately reflects their experience during and after being in care.

## Increased Positive Destinations

We are committed to ensuring that our children have the best possible opportunities to enter education, employment or training on leaving school. To achieve this, we have been seeking to improve our support for our most vulnerable young people, those most likely to leave school without a positive destination. As a result, positive destinations among young people in the city has increased significantly. Latest data available at the end of 2019/20 shows that the percentage of young people achieving a positive and sustained destination has reached 93.2% city wide and 80% for young people living in our 20% most deprived communities.

Improving attendance is an area that has a positive impact on achieving positive destinations. In St Machar we have been **working with a group of S2's considered at risk of disengaging from school** to improve their attendance and levels of engagement in school. This has involved providing an intensive masterclass to get young people to reflect on their strengths, weaknesses, aspirations and career choices. The aim has been to help the young people see the value of subject choice and the opportunities available to them on leaving school. The programme has seen attendance at the masterclass increase significantly over time, with the pupils involved indicating that they feel more confident about their career choices and their desire to stay on at school.



We are going to re-engage with those that completed the course this year in S3. Also testing the opportunity to provide these young people with the chance to become career ambassadors for the school and develop other roles to help the pupils gain additional skills for their CV.

An ideal opportunity for young people to secure a positive destination is the foundation apprenticeship. As well as being positive destinations in their own right, foundation apprenticeships also offer a solid basis to find employment on completion. However, uptake across schools can be variable as some communities value foundation apprenticeships more than others and it is not equitably promoted through schools.

This year we have focussed on informing school and parents about the value of **encouraging pupils to take up foundation apprenticeships**. This has had a positive impact and our initial findings have been that the guidance teacher packs promoting them have been well received, those involved reporting that they feel considerably more confident and knowledgeable about their use. Thanks to this, this year we have seen a significant increase in the number of young people undertaking and completing foundation apprenticeships in the city, from 17 to 93.



## Progress in Becoming a Child Friendly City

Through the city's ambition to become a Unicef accredited 'Child Friendly City', we have worked increasingly closely with children and young people to provide them with a range of opportunities to directly influence and shape the city they live in and the services that they access.

As a partnership we are fortunate to have a range of staff dedicated to the promotion of children's rights, for example Education Support Officers, a Social Work Children's Rights Service, school nursing teams, school-based Police Officers and a good range of Third Sector supports which empower young people. These key individuals model and champion positive engagement and participation with children, young people and those who are care experienced and help ensure that working practices are challenged to support improvement.

This year, a range of professional learning opportunities on the United Nations Convention on the Rights of the Child (UNCRC) has taken place and those directly supporting children and young people now take better account of Children's Rights in daily practice. We plan to extend the offer across the wider workforce by collaborating with UNICEF to develop an accessible professional learning programme which tracks impact on practice.

Council People and Organisational Development have developed a range of opportunities for young people to gain work experience or employment opportunities within the Council and this focus is reflected in The Council Workforce Plan which was approved in June 2019. Apprenticeship routes are now opening up in the Health Service and from a range of other partner agencies.

There is a guaranteed interview scheme in place for young people aged 16 to 24 (and 29 for care experienced young people) applying for Modern Apprenticeship (MA) roles within the Council. These programmes provide the opportunity to undertake a recognised qualification whilst gaining employment experience in an established role in the Early Years, Social Care, Trades, Business Admin, Customer Service, Finance and Housing. An internship for Care Experienced Young People, positively discriminates for those whom we have Corporate Parenting responsibility for.

The changes required to implement a digital curriculum in light of Covid-19 school closures were implemented at pace. All children and young people were invited to help evaluate the impact of the approach and over 4000 responses were received and are being used to help refine approaches.

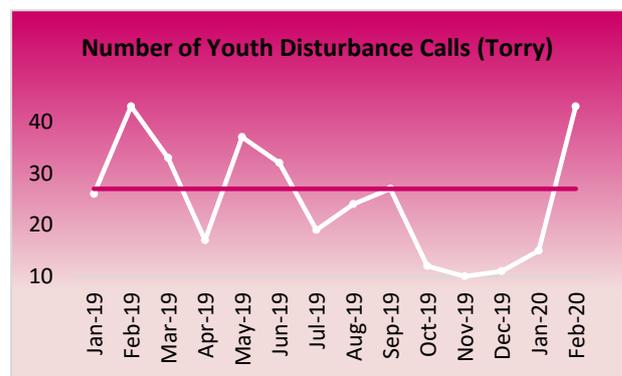
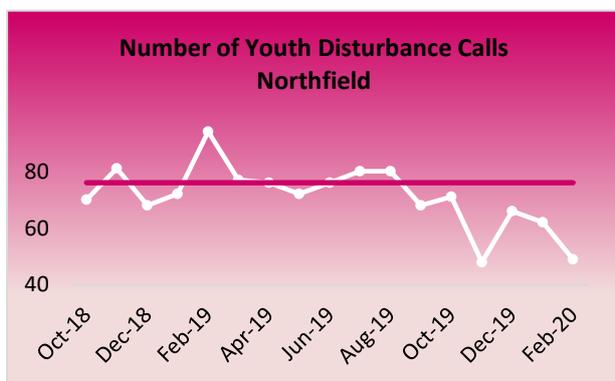
In collaboration with UNICEF, Staff from across the Partnership and Elected Members have taken part in 9 workshops to help raise awareness of children's rights. Elected Members have welcomed children and young people to the Council chamber to help determine how best children can influence the strategic decision making of partners. These workshops have informed the development of our Child Friendly Cities Plan and raised awareness of Children's Rights with decision makers.



## Reduction in Youth Disturbance in Priority Localities

There is significant evidence that the younger people enter the criminal justice system, the more likely they are to remain there, and the lower their overall life outcomes will be. This is a complex narrative involving a host of different markers that lead to the point of entry – educational attainment, adverse childhood experiences and experience of poverty for example. It is clear that entering the criminal justice system also poses a significant milestone in the life of a young person, and that keeping them out of the system would be a benefit for both those individuals and public services.

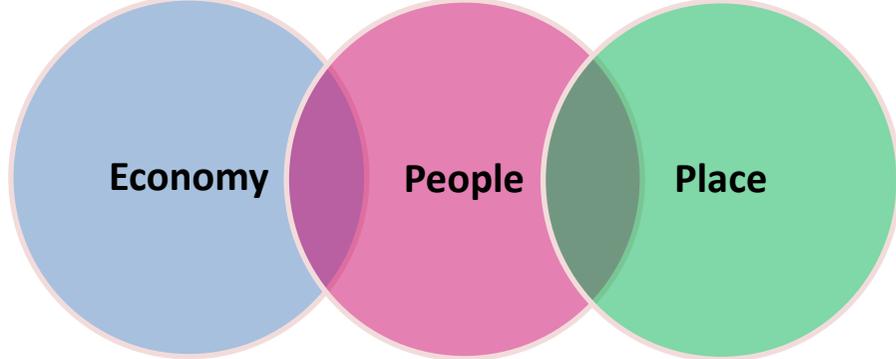
It is on this basis that we are working to reduce anti-social behaviour by providing early intervention support for young people at risk of offending and diverting them to community based activities. This year initial testing in Northfield has progressed, and a shift can be seen in the data relating to the number of calls to the Police regarding anti-social behaviour; calls this year are down by almost 34% from their peak in February last year. We've also seen some initial positive impact in Torry with reduced calls there too, though we have seen a slight rise in recent months which we are investigating.



## Improvement priorities 2020/21

Next year our planned improvement programme will be more relevant than ever as we support children and young people in the aftermath of Covid-19. To secure improved outcomes during this time we will want to prioritise improvement activity in the following areas:

- Providing support for mental wellbeing needs of children and young people at all stages through schools, community hubs and online forums
- Continuing to support young people to reach positive destinations, particularly our most vulnerable groups including care experienced young people and those living in priority localities
- Accelerating our Reboot programme to support winter leavers; and piloting an accredited course for young parents to aid them back into education or employment using Google classroom



# Connecting Outcomes: Improving Outcomes in Priority Localities

## What changes are we currently testing?

Across our themes we have been and continue to test a number of interventions and supports, some of these include:

- Introducing Welcome to Breastfeed throughout local businesses and establishments
- Promoting the availability and eligibility of community pantries
- Working with community members to define community benefit requirements for local developments
- Supporting the educational outcomes care experienced young people in St Machar Academy

## What have we achieved?

- An increase in the number of families signed up to the Best Start Pantry
- Improved Substance Misuse curriculum in schools
- A 20% increase in attendance of the Care Experienced young people supported in St Machar



## Equity of Outcomes

Young people growing up in areas of deprivation face significant barriers to achieving the same outcomes as their peers and this sets them up for an inequality of opportunity which continues into adulthood and old age.

The challenges priority localities face is multifaceted. Poverty, unemployment, crime, higher drug and alcohol levels among many other's make it difficult for families and children in these communities to have the same opportunities as those in the rest of the city.

## Our Approach

Supporting young people living in areas of deprivation requires a whole community approach to give them the best possible start in life. This includes improving safety; working to tackle intergenerational poverty and unemployment; improving the health and wellbeing of residents; and supporting our local schools.

# PROSPEROUS PEOPLE Vulnerable Adults



## Our Stretch Outcomes

### SO9

25% fewer people receiving a first ever Court conviction each year by 2026



### SO10

2% fewer people reconvicted within one year of receiving a sentence by 2026



### SO11

Healthy life expectancy (time lived in good health) is five years longer by 2026

**70-73**

### SO12

Rate of harmful levels of alcohol reduced by 4% and drug related deaths lower than Scotland



## Headline achievements during 2019/20

**8%** reduction in first ever court convictions

**951** people have achieved their identified personal outcomes through the link working approach

**17** individuals referred to the My Way To Employment project to-date.

An average of **188** referrals to the Aberdeen Links Service per month

Increase of **14** participants (**70%**) in the Housing First programme and **ALL** have reported improved health and wellbeing outcomes.

**Decrease** in drug related deaths and harmful levels of drinking

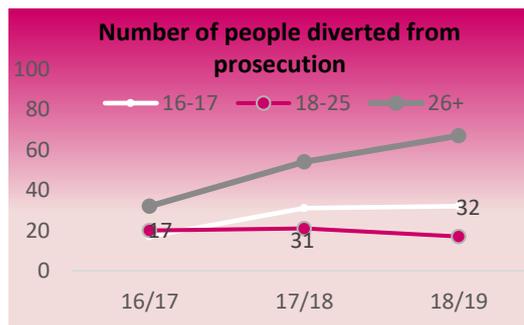
**33** people trained in Alcohol brief interventions across new settings

# Progress made during 2019/20

## Reduction in First Court Convictions for over 18s

Evidence has found that the less contact an individual has with the justice system, the less likely they are to have further involvement in offending. Latest data available at the end of 2019/20 shows that 41 individuals aged under 18 and 743 aged 18+, received a first court conviction; which is a reduction of 8% overall from the baseline figures in the refreshed LOIP.

Diversion from prosecution provides an opportunity to explore and address the factors underlying someone's offending behaviour. This reduces the likelihood of reoffending, as well as related stigma and therefore improves the life chances of people within a community. Through our **Diversion from Prosecution** improvement project, we are raising the awareness of diversionary options and their benefits to increase the likelihood of these being considered (where appropriate). Such steps have seen 136 people referred for diversion and 16 fiscal work orders issued over the year.



Through this project we are extending the multi agency problem solving approach to all 16 and 17 years charged with an offence to reduce the likelihood of reoffending. This approach has seen us focus on key areas for those involved in offending behaviour such as early intervention and diversion by Police and COPFS, where appropriate. These approaches not only benefit the individuals, but also the community resulting from individuals reducing their involvement in offending from an early stage through diversion opportunities, and investing more positively in economic growth and citizenship.

## People with Convictions Supported to Get Back on Track

Being employed can contribute to reducing the likelihood of someone reoffending, with the stability and quality of employment being key factors. People with convictions in the community, and those leaving prison, are often unnecessarily excluded from the labour market due to stigma and employer uncertainty. Through the **My Way to Employment (MWTE)** project we are increasing the number of individuals, who are in the community justice system, supported to make progress on the Employability Pipeline. This should result in positive outcomes for individuals, as well as for employers, such as the potential to address skills shortages. So far we have supported 17 individuals through MWTE which sees us half way towards achieving our aim of 30 people by 2021.

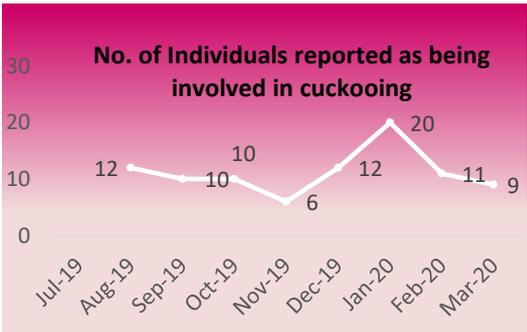
On average, one person a month is being referred to the MWTE project with positive impact on mental health of those referred. We now have a single point of contact in Criminal Justice Social Work Service (CJSWS) and have identified a lead professional to coordinate support for individuals; produced a handbook of project documentation and a flier for clients to explain about the project. Engagement with the Federation of Small Businesses has helped raise awareness and build links with local employers.



As part of our work to support the uptake and retention of people in the Justice System with drug and alcohol related problems in **specialist substance use services**, we have focused on improving co-ordination of care custody nursing and link working at police custody, in particular how prescribing can continue in custody. This year we have recruited a link worker located in Kittybrewster custody to support this co-ordination and to enable us to better understand the unmet needs of people entering the justice system. We're also trialling a clear process to improve case management on liberation from Court using the same systems and to notify ASAP of those liberated where return to HMP was expected.

### Multi-Agency Approach to Tackling Cuckooing

'Cuckooing' in Policing terms is described as taking over a person's home by intimidation or other means, including the use of violence, by an Organised Crime Group (OCG) for the purposes of utilising the premises in the course of criminality. The Partnership has introduced a new **Cuckooing** project in Aberdeen, with initial testing in the Seaton, Tillydrone and Kittybrewster areas. The project aims to identify individuals who are 'victims' of cuckooing and then offer them advice and support to help them get out of the situation they have found themselves in. This includes supporting them to protect and maintain their tenancy by referral to appropriate services (eg addictions, mental health and housing services).



Creating partner relationships has been key to the project and although we will continue to develop these, they have already resulted in greater awareness and more efficient management of victim engagement, with engagement rates fluctuating between 45 and 50%. Through raising awareness with the public and partner services and agencies, the introduction of multi agency visits and a case management approach for challenging cases, we've seen between July 2019 (the start of the project) and the end of March 2020, 96 individuals

reported as being involved in Cuckooing. Of these, 23 'new' individuals started engaging with the Cuckooing 'service' and 10 were referred to support services for more specialised support. During this period, 119 multi agency visits were carried out.

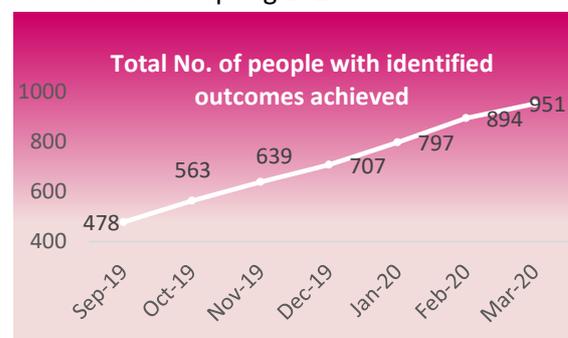
## Support for People to Live a Healthier Life

**Healthy life expectancy** has decreased in each of the last four years, from 64 years in 2013-15 for males and 68.2 years for females to 61 years for males and 63.4 years for females in 2016-18. Providing support to vulnerable and disadvantaged groups to help them enjoy a longer life in good health is a fundamental priority.

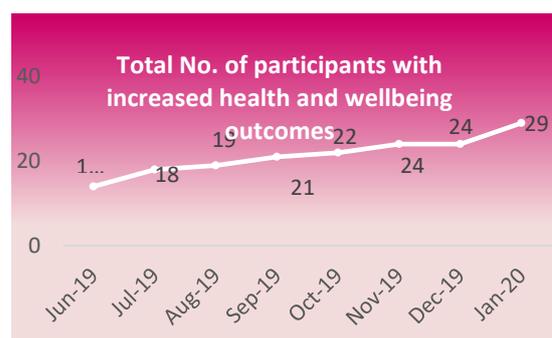
We have been supporting the participation of people with long term conditions to uptake a range of **organised and informal activities**, working directly with existing groups supporting people with diabetes, such as Living Well with Diabetes Peer Support Group. It is hoped this could encourage citizens to better manage their own long-term condition. Focusing, initially in Torry we have added additional health walk classes in the area, as well as further New First Steps classes to Walk Aberdeen. This approach has led to the increase in the number of health walk participants with long term conditions in Torry, with an average of 12 participants each month between July 2019 and January 2020. We have also increased the number of instructors with specialist GP referral qualifications which has increased the capacity to undertake referrals and we are working to further increase this with a programme to train the next cohort of instructors scheduled for Spring 2020.

The Aberdeen Links Service provides holistic care support to enable an individual to access the appropriate services to help them overcome their identified challenges. The service assists general practice teams to develop new capacities to become more effective in enabling patient self-management. This includes supporting people to live more interconnected lives which support their general wellbeing and sense of belonging. We have been working to **extend the link working approach across**

**primary care to support 3,000 people attain their own identified outcomes by 2021.** Through a number of changes made since August 2019 we've seen the total number of people with identified outcomes achieved more than double, an average of 188 referrals to the Aberdeen Links Service per month and a consistent increase in the number of people who attain their own personal outcomes.



Housing First is an innovative national pathfinder programme which ensures a holistic and joined up approach to **improve the health and wellbeing in Housing First programme participants**, who have a history of cyclical homelessness, chaotic mental health and substance misuse often entwined with repeat offending and custodial periods. Working collectively we aim to reduce their level of chaos and complexity and ultimately support each individual to maintain their own wellbeing and tenancy and reduce mental health and offending episodes.

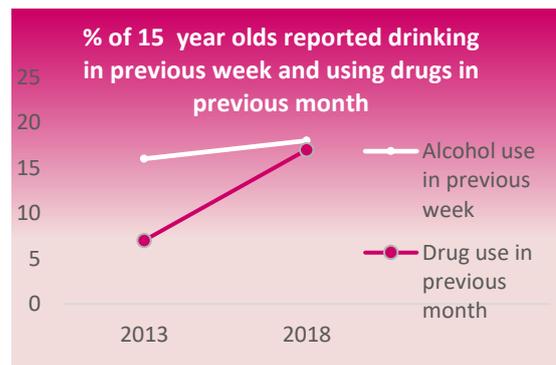


From July 2019 to January 2020 there has been an increase of 14 participants (70%) in the programme with a total of 29 as of January, all of whom have reported improved health and wellbeing outcomes. This work has seen a 70% increase in both the number of participants on the programme and the number of participants with increased health and wellbeing outcomes. There has also been a 7 day reduction in the average wait to move into home by the local authority to 69 days.

## Reduction in drug related deaths and harmful levels of alcohol

Latest data regarding drugs and alcohol has shown that in 2018 there were 52 drug related deaths: (36 males and 16 females). While slightly lower than the number of deaths in 2017 (54), the rate of drug-related deaths in 2018 was 24.1 per 100,000 population compared to 22.8 in Scotland. Similarly, in 2015-18 an estimated 26% of the adult population was drinking to hazardous/harmful levels. This is down from 29% in 2014-17 but higher than the rate for Scotland of 25%.

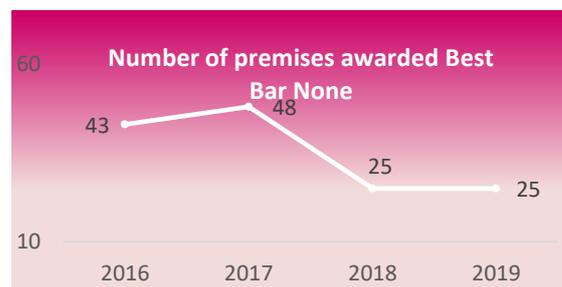
We are taking early intervention approach to alcohol and drugs through our work to develop a progressive, **cohesive and relevant substance misuse curriculum** for children and young people and **improving pathways** to educational support for care experienced children. Latest data at the end of 2019/20 shows 18% of 15 year-olds reported drinking alcohol in the previous week and 17% of 15 year-olds reported using drugs in the previous month. 43% of 15 year-olds reported they thought it was 'ok' for someone of their age to 'try taking cannabis to see what it's like'. Our improvement work aims to see a reduction in these figures going forward.



Although we are focussed on prevention we also need to minimise the harm to people for which drugs has become a problem. Our work to reduce the incidence of fatal drug overdose sees us testing innovative developments and **increasing the distribution of naloxone**. This year we started testing an outreach approach for the issue of naloxone with Police in Torry, targeting rough sleepers. A media campaign is planned to raise awareness of naloxone and enlist people to get involved.

To reduce harmful levels of drinking we have widened the setting for **Alcohol Brief Interventions (ABIs)** beyond the traditional settings of primary care, accident and emergency and maternity services. Since the project starting in December 2019 we have trained an additional 33 people to provide ABIs and are working with link workers, criminal justice social work and police custody health care teams to adopt the approach.

Best Bar None (BBN) was launched in Aberdeen in 2006 to work with the licensed trade to create a safer and more attractive environment. Aberdeen currently has an estimated 274 on-sales premises eligible to apply for BBN status and we are focussed on raising awareness of the scheme and increasing the number of licences premises across the city awarded **Best Bar None** status. This year we again saw 25 premises awarded BBN, with some new venues, both in the city centre and outwith awarded. Of the 25 awards, 17 were Gold Awards and 8 were Silver Awards.



# Improvement priorities 2020/21

Covid-19 has undoubtedly impacted on the people of Aberdeen, particularly the most vulnerable, although the precise implications are yet to be fully understood. Many of the areas impacted by Covid-19 align to the improvement aims in the LOIP, but these areas need to be continued at pace:

- Providing measures to support mental wellbeing, such as the creation of a Lived Experience network or panel, increasing the awareness and availability of mental health support for adults and preventing suicide
- Supporting and sustaining the increased level of volunteering seen through Covid-19, by continuing to promote and provide opportunities for volunteering through the development of an adult volunteering scheme
- Increasing support for victims of domestic abuse and improving and providing quicker access to counselling services
- Providing a tailored approach to overcome personal challenges to improve employment prospects and ability to maintain tenancies
- Providing innovative developments to reduce the incidence of fatal drug overdoses

# Connecting Outcomes: Changing Lives- Breaking the Cycle

Economy

People

Place

## Changing Lives

Involvement in the justice can define a person's life and impact negatively on them, their family and the wider community. A single intervention may have some impact, but we recognise that the barriers to enable a person to succeed outwith the justice system are multi faceted and the interventions to enable success also needs to be.

## Our Approach

Through our cross cutting improvement projects we are putting in place changes that are connected and providing a whole person approach with a focus on early intervention.

## What we've achieved?

- **136** referrals for diversion from prosecution during 2019/20
- **17** individuals referred to the My Way To Employment project to-date.
- Increase of **14** participants (**70%**) in the Housing First programme and **ALL** have reported improved health and wellbeing outcomes
- An average of **188** referrals to the Aberdeen Links Service per month

23



## Outcomes for Martin

Martin – not his real name – left HMP Grampian in January and was supported by the My Way to Employment project. To prepare for his release, Martin gained work experience at the Mission Café on Union Street, Peterhead, where he helped out for a year as part of a day-release programme. Martin had battled against drug addiction over the course of several years and was suffering from leg ulcers almost certainly caused by intravenous drug use. Despite suffering from depression, Martin managed to reduce his methadone dose from daily collection on his release from prison to monthly collection. His ankle problems have healed, he has moved into permanent housing and has found work at a café.

Martin said, "I'm really enjoying it. The people are friendly, it's great speaking to the customers – and the food at the café is good. I'm really pleased with the help I've had." Mrs Ferguson, his Work Coach, said, "Martin has been on a journey and is a success story due to his hard work. He claims Employment & Support Allowance and, through the Permitted Work Scheme, can work up to 16 hours a week without losing that. He received help from Fair Start Scotland and his employer has been keen to help. Many ex-offenders who gain work, like Martin, get into a routine and build up confidence and become independent and – in the best way – they no longer need our help."

# PROSPEROUS PLACE



## Our Stretch Outcomes

### SO13

By 2026, no one in Aberdeen will go without food due to poverty



### SO14

Addressing climate change by 2026 by reducing carbon emissions



### SO15

38% of people walking and 5% of people cycling as main mode of travel by 2026



## Headline achievements during 2019/20

2.5% Reduction in people worried about food

3% reduction in people who have had to skip a meal

52 families registered with the Best Start and Smile Pantry in Torry

36 volunteers support our 3 community pantries

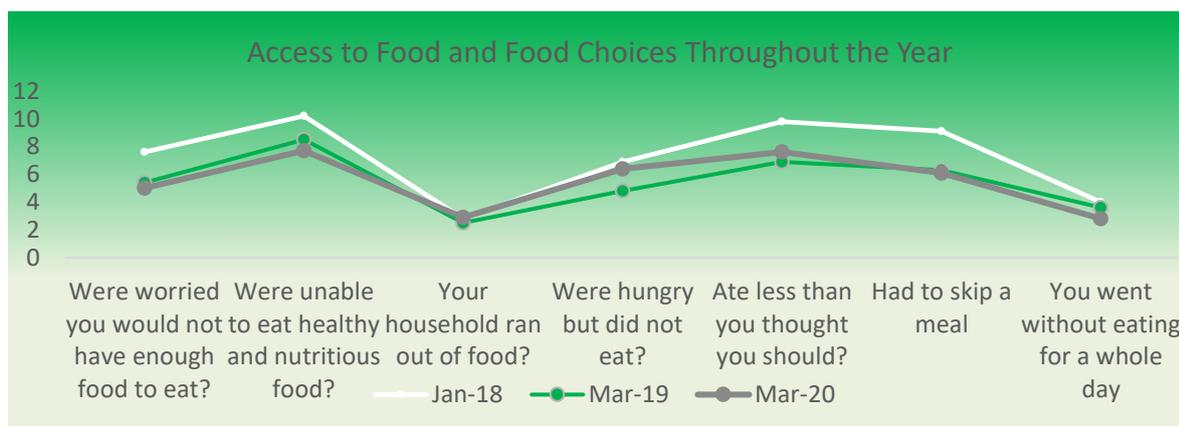
453 members of our 3 community pantries

Increase in the number of workplaces committed to growing food

# Progress made during 2019/20

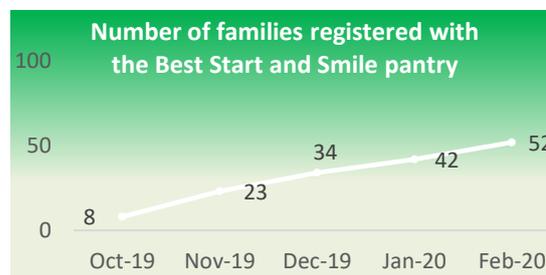
## Reduction in Food Insecurity

A families ability to nourish themselves is a key factor in healthy life expectancy and helping people affected by household food insecurity has and continues to be a key focus for the Partnership. Through a number of initiatives, such as free school meals and supporting communities to grow their own food, we have seen improvements since 2018 in all except one area through the City Voice data regarding access to food and food choices as below. Most notably, since 2018 there has been a 2.5% reduction in the number of respondents worried they would not have enough food to eat has been achieved as well as a 3% reduction in respondents who had to skip a meal.



Through our **community food growing project** work is taking place with regards to advancing food growing in schools and communities. Across the City many communities, friends' groups and gardening groups are making use of Aberdeen's plentiful green space to create their own growing spaces. Schools are now more involved in community growing than ever before through project Craster. However, we aspire to build on the good work and further advance food growing in schools and communities and develop workplaces undertaking food growing. We held an awareness raising event for workplaces on 7 October 2019. Following the event, 3 organisations (50% of our target) have signed up to workplace growing so far (ACC, NHS and Scottish Fire and Rescue) and 21 expressions of interest in participating in food growing activities. We've also published a promotional video by NHS Grampian as a signed up workplace to promote workplace growing and sustainability.

**Community Pantries** are an alternative model to food banks that we have been supporting to provide access to food in a dignified way. While food banks address an immediate need, pantries provide an alternative for local communities by making fresh and healthy food affordable and available. Last year we worked with CFine to launch the Best Start and Smile Pantry (BSPP) and the CFine Community Food Pantry in Torry, building on the success of the Woodside Pantry. The BSSP helps parents provide healthy food for their children and members who are entitled to Healthy Start vouchers and Best Start food cards. It also promotes free dental treatment during pregnancy and up to 12 months after birth and highlights the importance of good oral health through a variety of methods. At the end of 2019/20 52 families had registered with the pantry. Across the city's three pantries, we have 36 volunteers and 453 members.

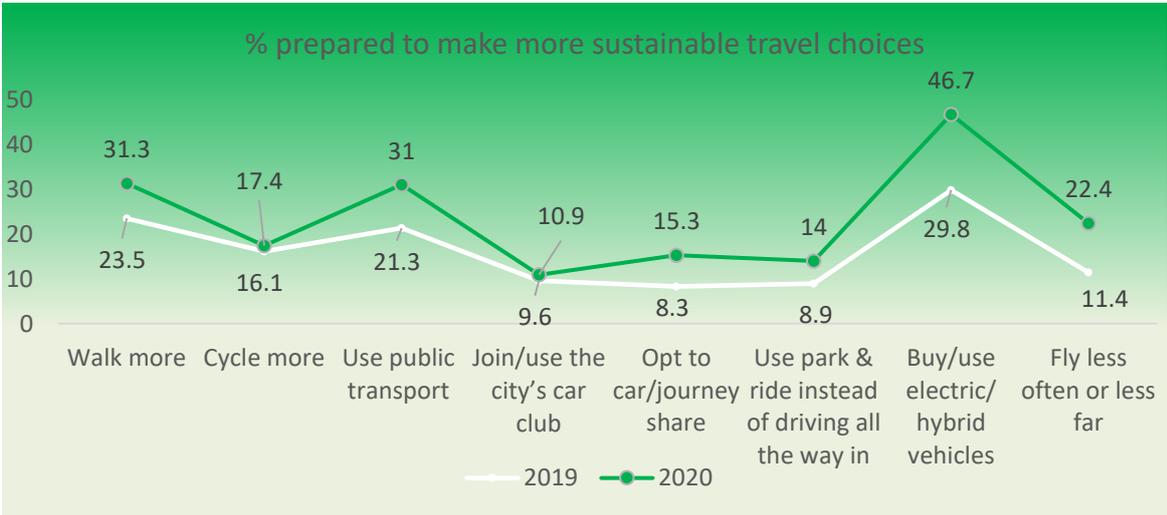


# Support for Active Travel

Active travel is good for the environment, helps address climate change and a shift from car dominated transport is needed for population health. There are many national and local strategies to promote and support active travel efforts with considerable effort already happening or underway. Through our improvement work we are seeking to improve access to facilities and equipment for walking and cycling and raise public awareness of the benefits and opportunities for active travel in the area.



Disappointingly, the latest data available from the Scottish Household Survey shows that the percentage of people who cycle as their main mode of travel reduced from 2.4% in 2017 to 1% in 2018. Although, our local City Voice survey does indicate an increase in the percentage of respondents prepared to make more sustainable travel choices.



## Improvement priorities 2020/21

Covid-19 has dramatically increased the demand for food parcels across the City and we are as committed as ever to ensuring no one in Aberdeen goes without food as a result of poverty. One of the few positive impacts of Covid-19 has been the reduction in pollution which we would hope to have a lasting impact. Over the next year we will:

- Continue to ensure people in food insecurity have access to food
- Signpost to welfare support, employability, volunteering services
- Continue to promote active and sustainable travel
- Support communities to prepare Community Resilience Plans for the future

# WORKING WITH COMMUNITIES



## Community Outcomes

Locality Partnerships



Funding for Communities



Empowered Communities



Community Learning & Development



## Headline achievements during 2019/20

Locality Partnership Annual Reports published

**£1.6m** Fairer Aberdeen Fund used to fund 42 community initiatives

**£10,000** allocated to community projects through participatory budgeting

**1** successful participation request and **30** expressions of interest for asset transfer

Review of CLD Plan well received by CPA Community Engagement Group

# Locality Partnership Annual Reports Published

Our three Locality Planning Partnerships have reported progress made in pursuing their local priorities in their most recent Annual Reports for 2018/19. The reports reflect the range of activities being taken forward in collaboration with the Community Planning Aberdeen Outcome Improvement Groups, also highlighted in this report, as well as local actions and initiatives. Information on the three locality partnerships and copies of their annual reports are available at [www.communityplanningaberdeen.org.uk/priority-localities/](http://www.communityplanningaberdeen.org.uk/priority-localities/)



Torry  
Locality



Middlefield, Mastrick,  
Cummings Park, Northfield  
and Heathryfold



Seaton, Woodside  
and Tillydrone

## Funding for Community Projects

The Fairer Aberdeen Fund is allocated by Aberdeen City Council and aims to tackle poverty and deprivation within the city, support partners to work together to achieve outcomes and to help more residents access and sustain employment opportunities. The funding supports initiatives and services work in priority areas and across the City with vulnerable groups and individuals. In 2019/20 £1.6m was made available to support this work. Overall a total of 34,235 people were involved in or benefitted from the 42 funded initiatives within the main programme, as well as a Community Support Fund supporting community engagement; an Employment Support Fund to support costs associated with getting people back into work, and a Participatory Budgeting event in Froghall, Powis and Sunnybank. Over 9,272 of the people involved were under 16 years old. 949 volunteers contributed 144,868 volunteer hours valued at over £2.2m more than doubling the value of the Fund.



The Fairer Aberdeen Fund has contributed £30,000 to UDECIDE participatory budgeting (PB) events across priority localities. PB activities were organised by the Locality Partnerships in Northfield and Torry, involving residents and

partners and supported by community staff from Aberdeen City Council. Northfield held a community event, whilst Torry sought participation online and via voting 'roadshows' at 11 venues across the community. PB in Woodside, Tillydrone & Seaton has been deferred to 2019/20.

Twenty two local volunteers were involved in running the events across Northfield and Torry, with Northfield PB (NPB) focusing on increasing the involvement of the young people in the area and delivering the project jointly with pupils from Northfield Academy. Almost 1,250 local residents participated in deciding which projects should be funded. Nineteen local groups submitted bids with 16 successful projects sharing the £20,000 allocated.

In Northfield, projects supported include a weekly Northfield youth group, outdoor activities for Syrian New Scots who have moved to the area as a result of civil war, Streetsport Gazebo, food provision, confidence building workshops for 2 primary 7 classes, the boogie at the bar project; the development of a basketball club for players to continue participation in basketball outside of school and provide

development opportunities in leadership. The projects supported in Torry include the Tullos Garden's Outdoor Activity Programme, developing an edible garden at St Fittick's, Torry Summer Fun trip for families organised by Tullos Community Centre, breakfast, lunch and foodbank services at Jesus House, Walker Road Netball Team, a new Torry support group for diabetics and an arts project in local primary schools run by VictoriArt

## Empowered Communities

This year the Partnership's Community Engagement Group, chaired by the Chair of the Civic Forum and Community Council Forum, has led the development of a range of materials to raise awareness and [support communities](#) to be able to engage with asset transfer and participation request process. This includes guidance materials, an information handbook, training for Council staff and identification of community champions.

During 2019/2020 one formal participation request to the city was determined. The request was from Tillydrone Flat Association and proposed that the Tilly Flat did not relocate to the new Tillydrone community campus and remained in its current accommodation. Following submission of requested information this request was granted. Also, 30 expressions of interest in community asset transfers were received from 18 different groups. Two groups have been granted a lease of ground in Torry; one looking to develop a shelter at the Torry Battery for those interested in watching the Dolphins and other wildlife in the area; and a growing group who want to convert a former depot site into a garden and education centre.

## Community Learning and Development

The first review of the Community Learning Development (CLD) Plan was presented to the Community Engagement Outcome Group and was well received by Community Partners. It was noted that the CLD Funded projects now report quarterly on the CLD plan and LOIP outcomes. The 11 Partnership Forums were issued with revised guidance and continue to develop work in their local communities using the improvement methodology. During 2019/20 the youth work team supported 186 children and young people to gain an accredited award. A number of notable achievements have been made.

The Adult learning team worked with 266 learners delivering 2,456 Learner hours covering Literacies, ESOL, ESOL for new Syrian Scots, ICT and Health and wellbeing. 23 adult learners achieved an adult learning qualification in 2019 and 12 completed an Adult Achievement Award. Among those learners who have completed an SQA are those on Unpaid Work contracts who attend the Willodale Centre. The Adult Learning team continued to support traveller families who live at the Clinterty travellers' site. The Healthy Minds team have provided support and learning opportunities with adults in recovery of poor mental health. The groups range from guitar, craft, cooking, badminton, men's groups to hillwalking and walking for health groups in the city. This year 1 learner has achieved an Adult Achievement Award and 12 learners have achieved the John Muir Award through the Branching Out course run in partnership with the Countryside Ranger Service. The Family Learning team have provided home support and Family learning opportunities to 10 primary schools in Aberdeen. Bespoke family learning opportunities were delivered through Schools PEF funding. An improvement project was set up to trial Adult Achievement awards and 8 adults were successful. 16 Families achieved the John Muir Family Award.

The Localities teams supported community members to become involved in the 3 locality partnerships and help develop locality projects such as community/wildlife gardens, Cruyff court, Living Streets, Boogie in the Bar. They have also supported the Management committees who organise the activities in the Learning Centres across the city. They have worked with partners such as AFCT and Sport Aberdeen to provide Food and fun for vulnerable families during the school holidays.

# Who's Who

**CPA Board and Management Group** Provides strategic leadership and direction.

<p><b>Chair CPA Board</b></p>  <p><a href="#">Councillor Jennifer Laing</a>, ACC</p>	<p><b>Vice-Chair of CPA Board</b></p>  <p><a href="#">Campbell Thomson</a>, Police Scotland</p>	<p><b>Partners involved</b></p> <ul style="list-style-type: none"> <li>• Aberdeen City Council</li> <li>• NHS Grampian</li> <li>• Aberdeen City Health and Social Care Partnership</li> <li>• Police Scotland</li> <li>• SFRS</li> <li>• University of Aberdeen</li> <li>• Skills Development Scotland</li> <li>• North East Scotland College</li> <li>• Nestrans</li> <li>• Active Aberdeen Partnership</li> <li>• Scottish Enterprise</li> <li>• Civic Forum</li> <li>• ACVO</li> </ul>
<p><b>Chair Management Group</b></p>  <p><a href="#">Angela Scott</a>, ACC</p>	<p><b>Vice-Chair of Management Group</b></p>  <p><a href="#">Graeme Duncan</a>, Police Scotland</p>	

## Outcome Improvement Groups

**Integrated Children's Services Board** Ensuring children are the future.

<p><b>Chair</b></p>  <p><a href="#">Rob Polkinghorne</a>, ACC</p>	<p><b>Vice Chair</b></p>  <p><a href="#">Graeme Simpson</a>, ACC</p>	<p><b>Lead Contact</b></p>  <p><a href="#">James Simpson</a>, ACC</p>	<p><b>Partners involved</b></p> <ul style="list-style-type: none"> <li>• Aberdeen City Council</li> <li>• ACVO</li> <li>• Children's Hearings Scotland</li> <li>• NHS Grampian</li> <li>• Police Scotland</li> <li>• Scottish Children's Reporters Association</li> <li>• Scottish Fire and Rescue</li> <li>• ACHSCP</li> <li>• Active Aberdeen Partnership</li> <li>• Skills Development Scotland</li> </ul>
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## Resilient, Included & Supported Group Helping people live independently.

Chair	Vice Chair	Lead Contact	Partners involved
 <p><a href="#">Sandra Ross</a>, ACHSCP</p>	 <p><a href="#">Derek McGowan</a>, ACC</p>	 <p><a href="#">Gail Woodcock</a>, ACHSCP</p>	<ul style="list-style-type: none"> <li>• Aberdeen City Health and Social Care Partnership</li> <li>• Aberdeen City Council</li> <li>• ACVO</li> <li>• NHS Grampian</li> <li>• Scottish Fire and Rescue Service</li> <li>• Police Scotland</li> <li>• Alcohol and Drugs Partnership</li> <li>• Active Aberdeen Partnership</li> </ul>

## Community Justice Group Improving outcomes for people involved in the justice system.

Chair	Vice Chair	Lead Contact	Partners involved
 <p><a href="#">Derek McGowan</a>, ACC</p>	 <p><a href="#">David Paterson</a>, Police Scotland</p>	 <p><a href="#">Val Vertigans</a>, ACC</p>	<ul style="list-style-type: none"> <li>• Aberdeen City Council</li> <li>• Health and Social Care Partnership</li> <li>• Crown Office &amp; Procurator Fiscal</li> <li>• NHS Grampian</li> <li>• Police Scotland</li> <li>• Scottish Courts and Tribunals</li> <li>• Scottish Fire and Rescue</li> <li>• Scottish Prison Service</li> <li>• Skills Development Scotland</li> <li>• ACVO</li> <li>• Alcohol and Drugs Partnership</li> <li>• Civic Forum</li> <li>• Active Aberdeen Partnership</li> <li>• Community Justice Scotland</li> </ul>

## Alcohol and Drugs Partnership Tackling issues arising from substance misuse.

Chair	Vice Chair	Lead Contact	Partners involved
 <p><a href="#">Richard Craig</a>, Police Scotland</p>	 <p><a href="#">Alex Purdie</a>, SFRS</p>	 <p><a href="#">Simon Rayner</a>, ADP</p>	<ul style="list-style-type: none"> <li>• Police Scotland</li> <li>• Aberdeen City Health and Social Care Partnership</li> <li>• Aberdeen City Council</li> <li>• NHS Grampian</li> <li>• ACVO</li> <li>• Scottish Fire and Rescue Service</li> <li>• Scottish Prison Service</li> <li>• Active Aberdeen Partnership</li> <li>• Alcohol and Drugs Partnership</li> <li>• Aberdeen in Recovery</li> <li>• Civic Forum</li> <li>• Aberdeen in Recovery</li> </ul>

## Sustainable City Group Creating a safe, attractive, welcoming environment.

<p><b>Chair</b></p>  <p><a href="#">Jillian Evans</a>, Public Health, NHS Grampian</p>	<p><b>Vice Chair</b></p>  <p><a href="#">Gale Beattie</a>, ACC</p>	<p><b>Lead Contact</b></p>  <p><a href="#">Jagui Bell</a>, NHS Grampian</p>	<p><b>Partners involved</b></p> <ul style="list-style-type: none"> <li>• Aberdeen City Council</li> <li>• Active Aberdeen Partnership</li> <li>• ACVO</li> <li>• CFINE</li> <li>• Civic Forum</li> <li>• NHS Grampian</li> <li>• Police Scotland</li> <li>• Scottish Fire and Rescue Service</li> <li>• Sport Aberdeen</li> <li>• Nestrans</li> <li>• SEPA</li> <li>• Scottish Natural Heritage</li> </ul>
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## Aberdeen Prospers Responsible for improving our economy.

<p><b>Vice Chair</b></p>  <p><a href="#">Allison Carrington</a>, SDS</p>	<p><b>Vice Chair</b></p>  <p><a href="#">Duncan Abernethy</a>, NESCOL</p>	<p><b>Lead Contact</b></p>  <p><a href="#">Ishbel Greig</a>, ACC</p>	<p><b>Partners involved</b></p> <ul style="list-style-type: none"> <li>• Aberdeen City Council</li> <li>• Skills Development Scotland</li> <li>• North East Scotland College</li> <li>• Nestrans</li> <li>• Robert Gordon University</li> <li>• Scottish Enterprise</li> <li>• Civic Forum</li> <li>• ACVO</li> <li>• DWP</li> </ul>
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## Community Engagement Group Bringing the community perspective.

<p><b>Chair</b></p>  <p><a href="#">Jonathan Smith</a>, Civic Forum</p>	<p><b>Partners involved</b></p> <ul style="list-style-type: none"> <li>• Scottish Fire and Rescue Service</li> <li>• Aberdeen City Council</li> <li>• Police Scotland</li> <li>• NHS Grampian</li> <li>• ACVO</li> <li>• Active Aberdeen Partnership</li> <li>• Civic Forum</li> <li>• Health and Social Care Integration Joint Board</li> <li>• Community Council Forum</li> <li>• Locality Partnerships</li> </ul>
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## Civic Forum Giving the community a voice.

Community Planning Board: Jonathan Smith	Community Planning Management Group: Lavina Massie	Community Engagement Group: Jonathan Smith (Vice Chair)	Fairer Aberdeen: Jonathan Smith, Arthur Forbes	Sustainable City Group: Arthur Forbes
Aberdeen Prospers: Jonathan Smith, Lavina Massie	City Centre Masterplan Reference Group: Arthur Forbes, Lavina Massie	Resilient, Included and Supported: Norma Grant	Community Justice: Faith-Jason Robertson-Foy, David Henderson	Alcohol and Drugs Partnership: Fay Robertson

## Locality Partnerships Responsible for delivering our three Locality Plans.

<p><b>Torry</b></p>  <p><a href="#">Jo Mackie</a>, Locality Manager</p>	<p><b>Tillydrone, Seaton, Woodside</b></p>  <p><a href="#">Paul Tytler</a>, Locality Manager</p>	<p><b>Northfield, Mastrick, Middlefield Heathryfold, Cummings Park</b></p>  <p><a href="#">Martin Smith</a>, Locality Manager</p>	<p><b>Partners involved</b></p> <ul style="list-style-type: none"> <li>• Community Representatives</li> <li>• Community Council Forum</li> <li>• Elected Members</li> <li>• School Headteachers</li> <li>• Youth Council</li> <li>• Aberdeen City Council</li> <li>• Police Scotland</li> <li>• NHS Grampian</li> <li>• ACVO</li> <li>• Active Aberdeen Partnership</li> <li>• Scottish Fire and Rescue Service</li> <li>• Aberdeen City Health and Social Care Partnership</li> </ul>
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## Community Planning Team Provides strategic support to Partnership colleagues.

<p><b>Community Planning Manager</b></p>  <p><a href="#">Michelle Cochlan</a>, ACC</p>	<p><b>Improvement Programme Manager</b></p>  <p><a href="#">Allison Swanson</a>, ACC</p>	<p><b>Performance and Improvement Officer</b></p>  <p><a href="#">James Simpson</a>, ACC</p>	<p><b>Research Officer</b></p>  <p><a href="#">Anne McAteer</a>, ACC</p>
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For all enquiries in relation to this report, or about Community Planning Aberdeen, please contact the Team by emailing: [communityplanning@aberdeencity.gov.uk](mailto:communityplanning@aberdeencity.gov.uk) or visit [www.communityplanningaberdeen.com](http://www.communityplanningaberdeen.com)



# Community Planning Aberdeen

<b>Progress Report</b>	Aberdeen Outcomes Framework
<b>Lead Officer</b>	Angela Scott, Chair of CPA Management Group and Chief Executive of Aberdeen City Council
<b>Report Author</b>	Michelle Cochlan, Community Planning Manager
<b>Date of Report</b>	23 June 2020
<b>Governance Group</b>	CPA Board – 1 July 2020

<b>Purpose of the Report</b>
This report seeks approval from Community Planning Aberdeen for the publication and launch of the Aberdeen Outcomes Framework.

<b>Summary of Key Information</b>
<p><b>1. BACKGROUND</b></p> <p>1.1 Quality data, intelligence and research is essential in underpinning the planning and delivery of partnership priorities and improvements. The <a href="#">Population Needs Assessment</a> brought together data and information from multiple sources and agencies to provide a data led basis for prioritisation through the Local Outcome Improvement Plan (LOIP). It was recognised, however, that there were further opportunities and requirements to improve the use of data, intelligence and research to support the implementation of improvement projects, as well as reviewing and refreshing the LOIP on an ongoing basis. It is clear that single agency data and intelligence contains limited information, however when combined, can give a more reliable and actionable picture of the community and its needs. With that in mind, the LOIP includes a commitment to building shared intelligence.</p> <p><b>2 ABERDEEN OUTCOMES FRAMEWORK</b></p> <p>2.1 The Aberdeen Outcomes Framework is one of a number of initiatives being progressed to try to realise a move towards increasingly shared intelligence. Discussions were held between Aberdeen City Council’s Business Intelligence Unit and NHS Grampian’s Health Intelligence Team and it was agreed that Aberdeen City Council would build the Framework, initially. The CPA Board viewed a demonstration of a prototype Aberdeen Outcomes Framework at their meeting 26 February 2020. Engagement and workshops held with all partners have led to the current model.</p>

- 2.2 The Outcome Framework builds on the Population Needs Assessment by bringing together:-
- Data sources used by the PNA – and keeping these up to date and set in the context of comparative data (both benchmarking and trends)
  - The key measures identified in the LOIP
  - Additional supporting measures from, both multi-agency and single agency. Currently ACC has included its own single agency corporate measures, where relevant. Other partners will be invited to do likewise.
  - The CPA improvement activity which is supporting those key measures
  - External (to CPA) sources of data, intelligence and analysis to supplement our own
  - Sources of relevant research.

2.3 The Framework is accessible through the Partnership's website [www.communityplanningaberdeen.org.uk/outcomesframework](http://www.communityplanningaberdeen.org.uk/outcomesframework) and provides a holistic view of performance across the Community Planning Partnership in the achievement of the 15 stretch outcomes. It will enable partners to scrutinise and make a judgement about whether we are improving outcomes by looking at a range of key indicators from the LOIP, PNA and other relevant Partner and National Indicators. This will enable us to understand whether we are delivering on the improvement aims as set out within our respective strategic plans, and the impact that this is having on broader outcomes. It will also allow the Partnership to identify any emerging issues it needs to respond to which are not addressed by current strategy.

2.4 The Aberdeen Outcomes Framework will remain a living data platform, updated as data, intelligence, analysis and research becomes available.

### **3 NEXT STEPS**

3.1 Subject to the approval of the CPA Board, the Aberdeen Outcomes Framework will be published on the Partnership's website for immediate testing with staff and other visitors to the page.

3.2 Further conversations to take place on how the Framework can be supported by all partners as it develops and is embedded.

### **Recommendations for Action**

It is recommended that members of the CPA Board:

- i) Approve the publication of the Aberdeen Outcomes Framework on Community Planning Aberdeen's website; and
- ii) Request partners to engage in discussions about how the Framework can be supported by all partners as it develops and is embedded.

## Opportunities and Risks

The Aberdeen Outcomes Framework is one step further towards a shared intelligence model for the Community Planning Partnership. At the core of this is the integration of data from multiple systems selected according to the challenge we are trying to address. This enables us to develop the 'infrastructure' through which the development and delivery of defined data and intelligence "products and tools" can be created (e.g. data visualisation dashboards, an alert system and artificial intelligence). The aim is to create an infrastructure and way of working which is scalable and sustainable and can be applied to an expanding number of projects.

## Consultation

CPA Board (February 2020)  
CPA Management Group (January 2020)  
CPA Outcome Improvement Groups  
CPA Lead Contacts  
Jillian Evans, Head of Health Intelligence, NHS  
Martin Murchie, Chief Officer, ACC

## Background Papers

[Local Outcome Improvement Plan 2016-2026 \(Refreshed 26 February 2019\)](#)

[CPA Improvement Programme 2019-21](#)

[CPA Live Improvement Project Charters and Progress Updates](#)

### Contact details:

<b>Name</b>	Michelle Cochlan
<b>Title</b>	Community Planning Manager
<b>Email Address</b>	<a href="mailto:mcochlan@aberdeencity.gov.uk">mcochlan@aberdeencity.gov.uk</a>

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# Community Planning Aberdeen

<b>Progress Report</b>	Draft Community Planning Budget 2020/21
<b>Lead Officer</b>	Angela Scott, Chair of CPA Management Group and Chief Executive of Aberdeen City Council
<b>Report Author</b>	Michelle Cochlan, Community Planning Manager
<b>Date of Report</b>	15 June 2020
<b>Governance Group</b>	CPA Board – 1 July 2020

<b>Purpose of the Report</b>
This report sets out the proposed contributions from Community Planning Aberdeen Partners to the Community Planning Budget 2020/21 and details proposals for how this money will be spent.

<b>Summary of Key Information</b>																		
<p><b>1 BACKGROUND</b></p> <p>1.1 On 1 May 2019, Community Planning Aberdeen Board agreed the Community Planning Budget for 2019/20 was £1,743,381. This included £4,074 carried forward from 2018/19 for the Civic Forum. Contributions to the 2019/20 budget were made by Aberdeen City Council, NHS Grampian, Police Scotland and Nestrans.</p> <p><b>2 COMMUNITY PLANNING BUDGET 2020/21</b></p> <p>2.1 Proposed contributions to the 2020/21 Community Planning Budget are below.</p> <table border="1" data-bbox="300 1442 1235 1872"> <thead> <tr> <th></th> <th><b>2019/20 Budget £</b></th> </tr> </thead> <tbody> <tr> <td>Aberdeen City Council</td> <td>1,711,532</td> </tr> <tr> <td>NHS Grampian</td> <td>18,032</td> </tr> <tr> <td>Police Scotland</td> <td>5,000</td> </tr> <tr> <td>NESTRANS</td> <td>5,000</td> </tr> <tr> <td><b>Sub Total</b></td> <td><b>£1739,564</b></td> </tr> <tr> <td>Civic Forum carried forward</td> <td>£3,974</td> </tr> <tr> <td>Police Scotland Local Partnership and Initiative Fund carried forward</td> <td>£8,805</td> </tr> <tr> <td><b>Total</b></td> <td><b>1,752,343</b></td> </tr> </tbody> </table> <p>2.2 Contributions from Partner organisations are the same as 2019/20.</p> <p>2.3 Funds allocated to the Civic Forum in 2018/19; and funds allocated to priority localities by Police Scotland at the end of 2019 have been carried forward into 2020/21.</p>		<b>2019/20 Budget £</b>	Aberdeen City Council	1,711,532	NHS Grampian	18,032	Police Scotland	5,000	NESTRANS	5,000	<b>Sub Total</b>	<b>£1739,564</b>	Civic Forum carried forward	£3,974	Police Scotland Local Partnership and Initiative Fund carried forward	£8,805	<b>Total</b>	<b>1,752,343</b>
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### 3 BUDGET COMMITMENTS 2019/20

3.1 Proposed budget commitments for 2019/20 are detailed below.

	<b>2019/20 Commitments £</b>
Fairer Aberdeen Fund	1,640,243
ACVO Third Sector Interface/ engagement: Community Planning	£62,321
City Voice	37,000
Civic Forum	£3,974
Police Scotland Local Partnership and Initiative Fund	£8,805
<b>Total</b>	<b>1,752,343</b>

3.2 The Fairer Aberdeen Fund is allocated to the Community Planning Partnership by Aberdeen City Council to help tackle poverty and deprivation across the City. The fund supports partners to work together to tackle area- based and individual poverty; and to help more people access and sustain employment opportunities. Funding supports initiatives and services for the most disadvantaged communities and vulnerable people across the City. An application process is in place to ensure funding is allocated to appropriate programmes and projects which demonstrate a link to the LOIP. Organisations funded are required to meet specific terms and conditions and comply with “Following the Public Pound” financial guidance.

3.3 As the third sector interface in Aberdeen, ACVO has a critical role in building the third sector relationship with Community Planning Aberdeen. ACVO also plays a critical development role with regards to the Third Sector and volunteering locally in Aberdeen. These roles together put ACVO at the heart of building the bridge between sectors in Aberdeen to support a growing range of local ‘assets’ that can contribute to the delivery of better outcomes for the City. ACVO will provide a number of services to help build this capacity across the third sector so it has confidence to participate and contribute to improvement activity. The Council has agreed a funding package with ACVO in exchange for the provision of these services to strengthen the link between the third sector and Community Planning Aberdeen.

3.4 Aberdeen City Voice is a panel of Aberdeen City residents who give their views on a range of issues affecting their community through completion of regular questionnaires. It is funded by the Community Planning Partnership to inform the development and delivery of the Local Outcome Improvement Plan and Locality Plans.

3.5 Funding is provided to ACVO to support the continuation and development of Aberdeen’s Civic Forum. This includes the development and maintenance of the Civic Forum website, as well as financial support for Civic Forum meetings.

3.6 In December 2019, Police Scotland, North East Division Command Team awarded £8,805 to Community Planning Aberdeen to support collaborative working within priority localities. The money has been carried forward into 2020/21. It will be divided equally between Aberdeen’s three priority localities and, along with money from Fairer Aberdeen Fund, is being used for participatory budgeting.

#### 4 GRANT FUNDING 2020/21

4.1 The Partnership also receives income from a number of external funding sources. To date, the CPA has been awarded a total of £62,500 funding for 2020/21.

	<b>Funding (secured to date) 2020/21</b>
Community Justice Transition Fund	£62,500
<b>Total</b>	<b>£62,500</b>

4.2 The Scottish Government has confirmed Community Justice Transition funding of £62,500 for 2020/21, which is an additional £12,500 from previous years. It is proposed that this will fund the continuation of the Community Justice Officer post for another year, covering the full costs of the post.

#### 5 NEXT STEPS

5.1 CPA Management Group receives quarterly reports on the community planning budget to monitor current and projected expenditure to ensure early identification of possible shortfalls.

#### Recommendations for Action

It is recommended that the CPA Board:

- i) Agree the proposed Community Planning Budget 2020/21;
- iii) Agree the proposed spend on budget commitments 2020/21;
- iv) Note the grant funding secured for 2020/21 to date; and
- v) Agree that the Community Justice Transition Fund is used to fund the continuation of the fixed term Community Justice Officer post for 2020/21.

#### Consultation

The following people were consulted in the preparation of this report:

Super Intendent Graeme Duncan, Police Scotland  
Susan Thom, Fairer Aberdeen Fund Co-ordinator, ACC  
Val Vertigans, Community Justice Co-ordinator, ACC

#### Opportunities and Risks

The Community Empowerment Scotland Act requires Community Planning Partners collectively to provide sufficient resource to meet agreed ambitious improvement targets for the themes they prioritise for improvement. It also requires partners in the CPP to target collective resources effectively and efficiently towards these priorities, including by eliminating gaps and duplications in service provision. This is particularly true for helping those communities experiencing deep-rooted and multi-faceted inequalities of outcomes, towards whom numerous public sector

bodies direct significant resource.

### **Background Papers**

The following papers were used in the preparation of this report.

[2019/20 Community Planning Budget Proposal to CPA Board on 1 May 2019](#)

#### Contact details:

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