



Community Planning Aberdeen Board

Meeting on THURSDAY, 3 DECEMBER 2020 at 2.00 pm

Virtual - Remote Meeting, Aberdeen

B U S I N E S S

APOLOGIES

MINUTES AND FORWARD BUSINESS PLANNER

- 1.1 Minute of Previous Meeting of 16 September 2020 - for approval (Pages 3 - 8)
- 1.2 Minute of Meeting of the CPA Management Group of 29 October 2020 - for information (Pages 9 - 24)
- 1.3 CPA Board Forward Planner (Pages 25 - 28)
- 1.4 National Update - Scottish Government

STRATEGIC BUSINESS

- 2.1 Socio Economic Rescue Plan Progress Report (Pages 29 - 58)
- 2.2 Locality Recovery Plans (Pages 59 - 86)
- 2.3 Shared Intelligence Update (Pages 87 - 90)
- 2.4 Learning on the role of Community Planning in responding to Covid-19 and contributing to recovery effort (Pages 91 - 100)
- 2.5 LOIP Refresh Update - Presentation by Michelle Cochlan

- 2.6 Integration of Locality Planning and Community Empowerment Models for Community Planning Aberdeen and Aberdeen City Health & Social Care Partnership (Pages 101 - 130)

CPA IMPROVEMENT PROGRAMME

- 3.1 CPA Improvement Programme Dashboard, Quarterly Update and Appendices (Pages 131 - 226)
Appendix 1 – Overview of Progress (Pages 135-150)
Appendix 2 – New Charters (Pages 151-225)
- 3.2 Locality Annual Reports (Pages 227 - 320)
- 3.3 CPA Annual Outcome Improvement Report 2019/20 Public Performance Summary (Pages 321 - 344)

DATE OF NEXT MEETING

- 3.4 Date of Next Meeting - 4 March 2021

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

COMMUNITY PLANNING ABERDEEN BOARD
16 September 2020
Virtual meeting

Present:- Councillor Laing (Chair)
 Councillor Duncan (Integration Joint Board Chair)
 Councillor Greig
 Karl Leydecker (Aberdeen University)
 Chris Littlejohn (Public Health)
 Gordon MacDougall (Skills Development Scotland)
 Chief Superintendent George MacDonald (Police Scotland)
 David Milne (Scottish Government)
 Ken Milroy (NESCOL)
 Councillor Alex Nicoll
 Paul O'Connor MBE (ACVO)
 Alastair Robertson (Aberdeen Active Partnership)
 Angela Scott (Aberdeen City Council)
 Jonathan Smith (Civic Forum)
 Scott Symon (Scottish Fire and Rescue Service)

Also Present:- Martin Murchie, Richard Sweetnam, Michelle Cochlan and James Simpson (all Aberdeen City Council).

Apologies:- Amanda Croft, Bruce Farquharson, Susan Webb and Councillor Wheeler.

Page 3

Topic	Discussion/Decision	Action By
1. Declarations of Interest	Paul O'Connor declared an interest in Item 3.1 Minute of the Meeting of 1 July 2020, Item 10 Community Planning Budget 2020/21, by virtue of his position as Chair and Director of ACVO. Jonathan Smith also declared an interest in Item 3.1 by virtue of his position as Chair of the Civic Forum.	
2. Appointment of Vice Chair	The Chair welcomed Chief Superintendent George MacDonald as Campbell Thomson's successor to the Board. The Board unanimously agreed to appoint Chief Superintendent MacDonald as Vice Chair.	
3. Minute of Previous	The Board had before it the minute of its previous meeting of 1 July 2020, for approval.	

Agenda Item 1.1

Topic	Discussion/Decision	Action By
Meeting of 1 July 2020	<p>In respect of Item 10 - Community Planning Budget, Michelle Cochlan advised that, following discussions with Jonathan Smith and Paul O'Connor, the following wording had been agreed, <i>"The Civic Forum funding is currently allocated to the continuing delivery of the Civic Forum development plan. These funds are currently held by ACVO on CPA's behalf. Development and maintenance of the Civic Forum's website, equipment, meeting, administration and events are all undertaken by Civic Forum volunteers."</i></p> <p><u>The Board resolved:-</u> (i) to agree the revised wording in respect of Item 10 - Community Planning Budget; and (ii) to otherwise approve the minute as a correct record.</p>	
4. Page 4 Draft Minute of the CPA Management Group meeting of 12 August 2020	<p>The Board had before it the minute of the CPA Management Group meeting of 12 August 2020, for information.</p> <p><u>The Board resolved:-</u> to note the draft minute.</p>	
5. CPA Board Forward Business Planner	<p>The Board had before it the Forward Business Planner.</p> <p><u>The Board resolved:-</u> to agree the Forward Business Planner.</p>	
6. National Update – Scottish Government	<p>The Board received a verbal update from David Milne, Scottish Government.</p> <p>Mr Milne advised that in response to a question submitted by Paul O'Connor in respect of Third Sector support from Scottish Government, a Third Sector Community and Recovery Programme would be launched late September 2020. Mr Milne undertook to consult with his colleague Chris Rattray regarding threshold levels for funding.</p> <p>The update further covered the following areas:</p> <ul style="list-style-type: none"> • Scottish Government Programme for Government was published in September 2020 setting out the actions and legislative programme for the coming year; 	David Milne, SG

Topic	Discussion/Decision	Action By
	<ul style="list-style-type: none"> • No detail yet on the budget for the Scottish Block for 2021/22 but this was expected to be published in December 2020; and • Social Renewal Advisory Board for renewal and recovery of communities would have further recommendations published in November 2020; and • Mr Milne was content to be sent questions in advance to assure answers were topical, relevant, and up to date. <p><u>The Board resolved:-</u> to note the updates.</p>	
7. Socio-Economic Rescue Plan 2020/2021 Pages 5	<p>The Board had before it a report and progress tracker update on the progress towards delivery of the Socio Economic Rescue Plan.</p> <p>Richard Sweetnam – Chief Officer, City Growth spoke to the Plan and took questions, advising that the Implementation Group had met on 14 September 2020.</p> <p><u>The Board resolved:</u> to note the progress of the Socio Economic Rescue Plan through the report and progress tracker provided.</p>	Richard Sweetnam Michelle Cochlan, ACC
8. Revised CPA Improvement Programme 2019-21	<p>The Board had before it a report on the Revised CPA Improvement Programme 2019-21.</p> <p><u>The report recommended:</u> that the Board:</p> <p>(a) approve the revised CPA Improvement Programme for 2019-21 as contained at Appendix 1 of the report; and</p> <p>(b) note the route map to the refreshed LOIP as contained at Appendix 2 and that a report on the process for refreshing the LOIP will be submitted to the next meeting of the Board.</p> <p><u>The Board resolved:</u> to approve the recommendations.</p>	Michelle Cochlan, ACC

Topic	Discussion/Decision	Action By
9. CPA Improvement Programme 2019-21 Quarterly Update Report Page 6	<p>The Board had before it a report providing an update on the projects within the Local Outcome Improvement Plan 2016-26 which have started, or are due to start, to deliver the Partnership's 15 Stretch Outcomes by 2026 on the basis of the reprioritised improvement programme to be considered on today's agenda. This report also included new charters for approval for project initiation.</p> <p>The report recommended: that the Board</p> <ul style="list-style-type: none"> (a) note the overview of progress against the revised CPA Improvement Programme as contained at Appendix 1; (b) approve the new charters included at Appendix 2; and (c) consider the updates provided on live improvement projects which continued during Covid-19 in Appendix 3. <p><u>The Board resolved:-</u> to approve the recommendations.</p>	
10. LOIP Outcome 3, Key Driver 3.2 Increase MMR vaccine uptake	<p>The Board had before it a report on the LOIP improvement project aim to increase Measles-Mumps-Rubella (MMR) vaccine uptake (Outcome 3, Key Driver 3.2).</p> <p>The report recommended: that the Board</p> <ul style="list-style-type: none"> (a) recognise the <i>Improving Immunisation Programme Board</i> as leading the work which will achieve the improvement project aim under LOIP Outcome 3, Key Driver 3.2 ("increase Measles-Mumps-Rubella (MMR) vaccine uptake"); and (b) agree to the removal of the improvement project aim from the LOIP in recognition that this was being taken forward by the Aberdeen City Health and Social Care Partnership and governed by the Integrated Joint Board.. <p><u>The Board resolved:-</u> to approve the recommendations.</p>	All Partners

Topic	Discussion/Decision	Action By
11. Project End Report: Participation Requests and Asset Transfer Page 7	<p>The Board had before it a report presenting the results of the Community Planning Aberdeen Participation Request and Asset Transfer Improvement Project.</p> <p>The report recommended: that the Board:</p> <ul style="list-style-type: none"> (a) agree that this Improvement Project was brought to an end and testing concluded on the basis that the intended outcomes had been achieved and change ideas had become embedded practice for Community Planning Aberdeen; (b) agree that the Community Engagement Group would continue to have a 'Governance Lead' role for Participation Requests, including continuing collection of Monthly/Quarterly Reports to track performance and progress; and (c) agree that Partners would continue to provide the Monthly /Quarterly Reports to the Community Engagement Group to inform the CPA Annual Report and to be updated on the CPA Outcomes Framework and Data Observatory. <p><u>The Board resolved:-</u> to approve the recommendations.</p>	
12. Local Partnership and Initiative Fund Contribution to Community Planning Aberdeen Three Locality Areas	<p>The Board had before it a report advising of the acceptance of a contribution of £6,750 from the Local Policing Divisional Commander's Local Partnership and Initiative Fund to Community Planning Aberdeen which was to be divided equally between the Community Planning Partnership's three locality areas of</p> <ul style="list-style-type: none"> • Torry; • Cummings Park, Mastrick, Middlefield, Northfield, Heathryfold; and • Woodside, Seaton, Tillydrone. <p>The report recommended: that the Board note the award of £6,750 from the Local Policing Divisional Commander's Local Partnership and Initiative Fund to Community Planning Aberdeen to be divided equally between Aberdeen's three locality areas.</p> <p><u>The Board resolved:-</u> to approve the recommendation.</p>	

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13. Meeting Dates and Deadlines 2021 Page 8	<p>The Board had before it the following meeting dates and deadlines for 2021:</p> <table border="1" data-bbox="427 325 1655 1067"> <thead> <tr> <th data-bbox="427 325 696 509">Draft Report Deadline (10am deadline unless otherwise stated)</th> <th data-bbox="696 325 1005 437">Pre Meetings (all meetings commence at 2pm)</th> <th data-bbox="1005 325 1308 472">Report Deadline (10am deadline unless otherwise stated)</th> <th data-bbox="1308 325 1655 437">Meeting Dates (all meetings commence at 2pm)</th> </tr> </thead> <tbody> <tr> <td colspan="4" data-bbox="427 509 1655 549">Community Planning Aberdeen Board (All meetings commence at 2pm)</td> </tr> <tr> <td data-bbox="427 549 696 596">9 February</td> <td data-bbox="696 549 1005 596">16 February</td> <td data-bbox="1005 549 1308 596">23 February</td> <td data-bbox="1308 549 1655 596">4 March (Thurs)</td> </tr> <tr> <td data-bbox="427 596 696 644">6 April</td> <td data-bbox="696 596 1005 644">13 April</td> <td data-bbox="1005 596 1308 644">20 April</td> <td data-bbox="1308 596 1655 644">28 April</td> </tr> <tr> <td data-bbox="427 644 696 692">15 June</td> <td data-bbox="696 644 1005 692">22 June</td> <td data-bbox="1005 644 1308 692">29 June</td> <td data-bbox="1308 644 1655 692">7 July</td> </tr> <tr> <td data-bbox="427 692 696 740">24 August</td> <td data-bbox="696 692 1005 740">31 August</td> <td data-bbox="1005 692 1308 740">7 September</td> <td data-bbox="1308 692 1655 740">15 September</td> </tr> <tr> <td data-bbox="427 740 696 788">8 November</td> <td data-bbox="696 740 1005 788">15 November</td> <td data-bbox="1005 740 1308 788">22 November</td> <td data-bbox="1308 740 1655 788">30 November (Tues)</td> </tr> <tr> <td colspan="4" data-bbox="427 788 1655 844">Community Planning Aberdeen Management Group (All meetings commence at 2pm unless otherwise stated)</td> </tr> <tr> <td data-bbox="427 844 696 908">5 January</td> <td data-bbox="696 844 1005 908">12 January</td> <td data-bbox="1005 844 1308 908">19 January</td> <td data-bbox="1308 844 1655 908">27 January</td> </tr> <tr> <td data-bbox="427 908 696 956">2 March</td> <td data-bbox="696 908 1005 956">9 March</td> <td data-bbox="1005 908 1308 956">16 March</td> <td data-bbox="1308 908 1655 956">24 March</td> </tr> <tr> <td data-bbox="427 956 696 1003">11 May</td> <td data-bbox="696 956 1005 1003">18 May</td> <td data-bbox="1005 956 1308 1003">25 May</td> <td data-bbox="1308 956 1655 1003">2 June</td> </tr> <tr> <td data-bbox="427 1003 696 1051">20 July</td> <td data-bbox="696 1003 1005 1051">27 July</td> <td data-bbox="1005 1003 1308 1051">3 Aug</td> <td data-bbox="1308 1003 1655 1051">11 Aug</td> </tr> <tr> <td data-bbox="427 1051 696 1099">5 October</td> <td data-bbox="696 1051 1005 1099">12 October</td> <td data-bbox="1005 1051 1308 1099">19 October</td> <td data-bbox="1308 1051 1655 1099">27 October</td> </tr> </tbody> </table> <p>The Board resolved:- to note the future meeting dates.</p>	Draft Report Deadline (10am deadline unless otherwise stated)	Pre Meetings (all meetings commence at 2pm)	Report Deadline (10am deadline unless otherwise stated)	Meeting Dates (all meetings commence at 2pm)	Community Planning Aberdeen Board (All meetings commence at 2pm)				9 February	16 February	23 February	4 March (Thurs)	6 April	13 April	20 April	28 April	15 June	22 June	29 June	7 July	24 August	31 August	7 September	15 September	8 November	15 November	22 November	30 November (Tues)	Community Planning Aberdeen Management Group (All meetings commence at 2pm unless otherwise stated)				5 January	12 January	19 January	27 January	2 March	9 March	16 March	24 March	11 May	18 May	25 May	2 June	20 July	27 July	3 Aug	11 Aug	5 October	12 October	19 October	27 October	
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14. Date of Next Meeting	The Board noted that its next meeting would be held on 3 December 2020 at 2pm.																																																					

COMMUNITY PLANNING ABERDEEN MANAGEMENT GROUP

29 OCTOBER 2020

Present:- Angela Scott (Aberdeen City Council) (Chair) from item 8 onwards, Murray Main (Police Scotland) (Vice Chair), Gale Beatie (Sustainable Cities and Aberdeen City Council), Jamie Bell (Scottish Enterprise), Allison Carrington (Aberdeen Prospers), Rab Dickson (Nestrans), Jill Franks (Sport Aberdeen), Anna Gale as a substitute for Sandra MacLeod (Resilient, Included and Sustainable and Health and Social Care Partnership), Maggie Hepburn (ACVO), Lavina Massie (Civic Forum), Pauline May (Nescol), Derek McGowan (Community Justice Group), Martin Murchie (as a sub for Angela Scott up to item 7 (ACC), Rob Polkinghorne (Integrated Children’s Services), Simon Rayner (as a substitute for Richard Craig (Alcohol and Drugs Partnership), Scott Symon (Scottish Fire and Rescue Service).

Also Present:- Neil Carnegie, Michelle Cochlan, James Simpson, Allison Swanson, Richard Sweetnam, Angela Taylor (item 4), Paul Tytler, Colin Wright and Martin Wyllie (All Aberdeen City Council).

Chris Smillie, (Health and Social Care Partnership) and Jennifer Wooley, (SAMH) for item 9.

Apologies:- Richard Craig (Alcohol and Drugs Partnership), Jillian Evans (NHSG and Sustainable Cities), Nicola Graham (Skills Development Scotland) and Sandra MacLeod (RIS and Health and Social Care Partnership).

Topic	Discussion/Decision	Action By
1. Welcome and Chair	Martin Murchie welcomed all to today’s meeting and advised that the Chair would join the meeting in due course however in the meantime he would act as her substitute and take the chair.	
2. Minute of Previous Meeting of 12 August 2020	<p>The Management Group had before it the minute of its meeting of 12 August 2020, for approval.</p> <p>In relation to Item 3 resolution (ii) (shared Intelligence), the Management Group noted that a report on the development of a Set of Principles was to be considered later on today’s agenda.</p> <p>With regards item 6 (Socio Economic Rescue Plan Progress Report), resolution (ii), the Management Group noted that Allison Carrington, Chair of Aberdeen Prospers, had a discussion with Lavina.</p>	

Topic	Discussion/Decision	Action By
3. Minutes of Meetings of the CPA Board of 16 September 2020	<p>The Management Group had before it the draft minute of the CPA Board meeting of 16 September 2020 for information.</p> <p><u>The Management Group resolved:</u> to note the draft minute.</p>	
4. Socio Economic Rescue Plan Progress Report	<p>With reference to item 4 of the minute of its previous meeting of 12 August 2020, the Management Group had before it a report which provided an update on the progress towards delivery of the Socio Economic Rescue Plan since its approval by the Council and CPA on 30 June and 1 July 2020 respectively.</p> <p>The report recommended:- that Management Group note the progress of the Socio Economic Rescue Plan through the progress tracker provided in the appendix.</p> <p>Speaking in furtherance of the report, Angela Taylor advised that following publication of the report, the single action which was red (action 4.4 in the place theme - Review the pilot projection City Centre Living and the affordable housing waiver), had now changed to amber and a lead has been identified (Mel Booth, Strategic Place Planning).</p> <p>An update report on the Socio Economic Rescue Plan was also approved at the CG&R committee yesterday. Angela also advised that the following three new interventions had been added to the action plan:</p> <ol style="list-style-type: none"> i. Support to Aberdeen Inspired to extend restaurant week beyond the business improvement district (BID) area itself; ii. Support to Aberdeen Inspired and the newly formed Hospitality Group to support the development of an Aberdeen Gift Card. To support local businesses in the city centre, purchasers of the gift card would pre load the cards with a value that could be redeemed in participating shops, restaurants, cultural venues or attractions; and iii. Support to Aberdeen Inspired and the newly formed Hospitality Group with the development of a Check-In System App, adapted specifically for Covid-19 Test 	

Topic	Discussion/Decision	Action By
	<p>and Protect.</p> <p>The following financial support would also be provided for the additional three interventions; £9k for Restaurant Week; £15k for the Aberdeen Gift Card; and £15k for the check-inn app system. This support would all be met from the existing Socio Economic Rescue Plan Budget and including these allocations £39k of the £141k budget had now been allocated.</p> <p><u>The Management Group resolved:</u></p> <p>(i) to approve the recommendation; and</p> <p>(ii) to note the verbal update on the current status as recorded above.</p>	
<p>Page 12</p> <p>Locality Recovery Plans</p>	<p>The Management Group had before it a report which presented the Locality Recovery Plans 2020/21 to support the recovery of our priority localities.</p> <p><u>The report recommended:-</u></p> <p>that Management Group approve the Locality Recovery Plans for submission to the Community Planning Aberdeen Board on 3rd December 2020.</p> <p>The Management Group noted that the Recovery Plans continued to be developed in advance of submission to the CPA Board and that any comments from partners should be provided directly to the Locality Managers.</p> <p><u>The Management Group resolved:</u></p> <p>to approve the Locality Recovery Plans for submission to the Community Planning Aberdeen Board on 3 December 2020, on the basis that the Plans continued to be developed and that partners should submit any comments directly to the Locality Mangers for consideration in advance of the reports submission to the CPA Board meeting.</p>	<p>All Partners/Locality Managers</p>
<p>6. Shared Intelligence Update</p>	<p>With reference to item 3 of the minute of the meeting of the Management Group 12 August 2020, the Management Group had before it a report which provided an update on work previously reported to the Management Group to develop shared intelligence.</p>	

Topic	Discussion/Decision	Action By
	<p>The report recommended:- that Management Group note the work undertaken to date to develop shared intelligence and that consideration was being given to how the specific Covid-19 data and intelligence activity could be built on, both by individual partners and on a multi-agency basis, to support advanced practice on a much broader basis, in particular to support the refresh of the LOIP.</p> <p><u>The Management Group resolved:</u> to approve the recommendation.</p>	
<p>7. LOIP Refresh Presentation</p> <p>Page 13</p>	<p>The Management Group received a presentation from Michelle Cochlan which she advised of the route map to the refreshed LOIP with the draft LOIP going out for consultation in April 2021 and the proposed refreshed LOIP being reported in July 2021.</p> <p>In terms of the process for the LOIP refresh, Michelle advised that the first stage was to undertake the Population Needs Assessment (PNA) and that would be undertaken between now and the end of the year so that when consultation workshops were held in the new year we were going into those sessions as informed as possible. The PNA process would provide an analysis and understanding of the available data which would enable us to work with Partners to make a professional judgment about what the data was telling us.</p> <p>As part of PNA the following available data sources would be used and actions undertaken:</p> <ul style="list-style-type: none"> • Data over time in the Outcomes Framework to understand medium to long term trends • Covid-19 impact data to understand short term impact and extrapolate longer term impact • Improvement Project Data – Impact of our tests of change • Improvement Service working with us to add to our evidence base and support analysis • Continue to work with OIGs to identify gaps in data and work with colleagues to 	

Topic	Discussion/Decision	Action By
Page 14	<p>address these</p> <ul style="list-style-type: none"> • Professional judgement • Community perspective • Key messages and story telling - and a rounded view of what all the data tells us about our priorities going forward <p>The Management Group welcomed the update on the route map to the LOIP. In respect of gaining the community perspective, Maggie Hepburn asked if there was a process for planned for that and whether the Partnership could draw upon some of the existing surveys currently being undertaken with communities as part of the learning from Covid. In response, Michelle Cochlan welcomed any support and or data to ensure gather the community perspective and would discuss with Maggie outwith the meeting.</p> <p><u>The Management Group resolved:</u></p> <ul style="list-style-type: none"> (i) to thank Michelle Cochlan for the informative presentation; (ii) to note the route map to the refresh of the LOIP; and (iii) to note that Michelle Cochlan would discuss with Maggie Hepburn existing data being collated seeking the community's perspective so that this could feed into the refresh process. 	Michelle Cochlan, ACC
8. Draft Integration of Locality Planning Models for Community Planning Aberdeen and Aberdeen City Health & Social Care Partnership	<p>The Management Group had before it a report which set out proposals for the integration of two locality planning models currently in place in Aberdeen. Both models were established in response to legislation, namely the Public Bodies (Joint Working) (Scotland) Act 2014 and the Community Empowerment (Scotland) Act 2015. Following a review of locality planning conducted by staff from Aberdeen City Council and Aberdeen City Health and Social Care Partnership, it was proposed that there were significant benefits to be gained from a more integrated approach to locality planning for communities, partners and staff across the Community Planning Partnership. This paper presented recommendations for improvement and sought approval to consult on these further with a broader range of partners, stakeholders and communities.</p>	

Topic	Discussion/Decision	Action By
Page 15	<p>The report recommended:- that Management Group approve the following recommendations for presentation to the CPA Board on 3 December 2020 -</p> <p><u>Shared Localities and Priority Neighbourhood</u></p> <ul style="list-style-type: none"> (a) the term Localities would be used by Community Planning Aberdeen and all partners to mean the three broad areas of the City: North, South and Central; (b) the term Priority Neighbourhoods would mean those areas within the North, South and Central Localities which experience poorer outcomes as a result of their socio-economic status; (c) George Street, Ashgrove and Kincorth, Leggart & Nigg should also be considered Priority Neighbourhoods based on analysis of SIMD data; <p><u>Shared Locality Plans</u></p> <ul style="list-style-type: none"> (d) the introduction of three Integrated Locality Plans for North, South and Central Localities; (e) within these Locality Plans there would be included a focus on our Priority Neighbourhoods; with an option to separate out these plans for the Priority Neighbourhood; (f) the development of an overarching toolkit co-produced with communities on how communities could develop a neighbourhood plan which would cover subjects such as local priority outcomes, community reliance and improvements to spatial planning; <p><u>Shared Locality Empowerment Groups</u></p> <ul style="list-style-type: none"> (g) the scope of Locality Empowerment Groups would expand to cover not only health outcomes, but all LOIP Stretch Outcomes; (h) Locality Partnerships would now be known as Priority Neighbourhood Partnerships and that these would continue to be supported by Partnership staff; (i) through the neighbourhood planning toolkit co-produced with communities, we would also encourage communities to develop their own neighbourhood partnerships to oversee these and explain how existing community groups and community councils might take on this role; (j) the CPA Community Engagement Group would continue to provide strategic oversight and seek to improve community engagement and empowerment across the Partnership, including overseeing the transition to the new Locality 	

Topic	Discussion/Decision	Action By
Page 16	<p>Empowerment Groups and Neighbourhood Partnerships;</p> <p>(k) appoint a new Chair for the Community Engagement Group, with continued support from Vice Chair Jonathan Smith;</p> <p><u>Next steps</u></p> <p>(l) note the further work planned during November to review the shared resources available across the Partnership to support the proposed new model;</p> <p>(m) agree to further consultation taking place on these proposals with a broader group of stakeholders and community groups in advance of a final report being taken to the CPA Board on 3 December; and</p> <p>(n) note intentions to initiate a second phase of the review which would look in depth at the network of community groups in Aberdeen and how we connect with these going forward.</p> <p>Speaking in furtherance of the report, Michelle Cochlan took partners through each of the individual recommendations providing all with an opportunity to comment on the specific aspects and to raise any queries. Partners were supportive of the proposals and all in agreement that the current arrangements were complicated for communities and welcomed that the proposals aimed to provide clarification, alignment and consistency of the approach to locality planning.</p> <p>In terms of locality plans, it was suggested that these should not duplicate the LOIP city wide activity. The development of an overarching toolkit co-produced with communities on how communities could develop a neighbourhood plan which would cover subjects such as local priority outcomes, community reliance and improvements to spatial planning was welcomed and it was felt that this could help build community resilience and support the transfer of good practice between communities.</p> <p>With regards the Community Engagement Group, it was noted that it had not been active in terms of meetings over the last few months, however, through the Chair and Vice Chair partners were confident that this Group would provide the strategic oversight and improvement to community engagement and empowerment across the Partnership.</p>	

Topic	Discussion/Decision	Action By
	<p>In terms of consultation, Michelle advised that subject to approval of the recommendations today, consultation with communities and partners would be held in the first two weeks of November which would enable the consultation to be reflected in the report to the CPA Board on 3 December.</p> <p>The Management Group resolved:</p> <ul style="list-style-type: none"> (i) to approve the recommendations; and (ii) in respect of recommendation (j), to appoint Michelle Cochlan as Chair of the Community Engagement Group. 	Michelle Cochlan
<p>9. Aberdeen Links Service Presentation</p> <p>Page 17</p>	<p>The Management Group received a presentation from Chris Smillie (Community Links Development Manager) and Jennifer Wooley (Senior Link Practitioner – SAMH) on their experience leading project 11.2 which was working to the aim of “Extend the link working approach across primary care to support 3,000 people attain their own identified outcomes by 2021” and currently at a progress scale 8.</p> <p>In their presentation Chris and Jennifer covered the following aspects:</p> <ul style="list-style-type: none"> • What changes did we make? • Have our changes resulted in improvement? • Outcomes to target the 9 Social Determinants of Health • How will we sustain and spread these changes? • Next Steps <p>In terms of next steps, Chris advised that the project team would be exploring the use of digital to support the embedding of Links Approach; looking at uncompleted outcomes and how to reduce the number; and testing the wider referral route e.g. MDiT / Self Referral/ extending the referral route</p> <p>The Management Group thanked Chris and Jennifer for their informative presentation and for the outcomes they’ve achieved to date, noting the next steps the project plans to take in order to achieve the project aim.</p>	

Topic	Discussion/Decision	Action By
	<p><u>The Management Group resolved:</u> to thank Chris and Jennifer for their informative presentation and for the outcomes they've achieved to date, noting the next steps the project planned to take in order to achieve the project aim and that this would be reported via the project update.</p>	Chris Smillie
<p>10. CPA Improvement Programme Dashboard, Quarterly Update and Appendices</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 18</p>	<p>The Management Group had before it a report providing an update on the projects within the Local Outcome Improvement Plan 2016-26 which had started, or were due to start, to deliver the Partnership's 15 Stretch Outcomes by 2026 on the basis of the revised improvement programme approved by the Board on 16 September 2020 and presents the new improvement project dashboard from which project updates could be viewed. The report also included new charters for approval for project initiation.</p> <p>The report recommended:- that Management Group</p> <ul style="list-style-type: none"> (a) note the overview of progress against the revised CPA Improvement Programme as contained at Appendix 1; (b) agree that a separate project charter was not required for Stretch Outcome 10 improvement aim "Increase % of individuals indicating an improvement in at least one area* at the end of their Community Payback Order Supervision by 2021" as proposed in Appendix 1 and that this be recommended to the CPA Board; (c) approve the proposed amendment to the following LOIP project aim and that this be recommended to the CPA Board on 3 December 2020: • "Reduce Aberdeen's carbon emissions by 30% by 2021" replaced by "Reduce public sector carbon emissions by 5% by 2023" – See charter 14.2; (d) approve the new charters included at Appendix 2 for submission to the CPA Board on 3 December 2020; (e) approve the proposed rescheduling of all other charters which were due to be submitted to CPA Board in December, but have been postponed; and (f) consider the updates provided on live improvement projects contained at the Improvement Project Dashboard. 	

Topic	Discussion/Decision	Action By										
Page 19	<p>In terms of the project charters, the Management Group commented as per the table below. The importance of all Project Leads having completed the improvement training was emphasised and where training had not been undertaken this should now be completed.</p>											
	<table border="1"> <thead> <tr> <th data-bbox="427 461 1055 496">New Charters</th> <th data-bbox="1055 461 1664 496">Management Group Comments</th> </tr> </thead> <tbody> <tr> <td data-bbox="427 496 1055 684"> <p><u>Charter 8.3</u> Reduce the number of young people referred to the Children's Reporter on offence grounds as a result of appropriate and effective interventions by 2021.</p> </td> <td data-bbox="1055 496 1664 684"> <p>Charter approved for submission to CPA Board however the Project Plan to be fully populated in advance and ensure that the data could be collated for the outcome and process measures.</p> </td> </tr> <tr> <td data-bbox="427 684 1055 951"> <p><u>Charter 8.4</u> 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.</p> </td> <td data-bbox="1055 684 1664 951"> <p>Charter approved for submission to CPA Board however ensure the timescales in Project Plan are reflective of when the activity would take place. Project Lead to undertake the necessary training if this has not already been done.</p> </td> </tr> <tr> <td data-bbox="427 951 1055 1190"> <p><u>Charter 8.5</u> 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.</p> </td> <td data-bbox="1055 951 1664 1190"> <p>Charter approved for submission to CPA Board. Project Lead to undertake the necessary training.</p> </td> </tr> <tr> <td data-bbox="427 1190 1055 1493"> <p><u>Charter 9.2</u> Using a whole population approach • increase the awareness of domestic abuse by 2021 • reduce number of children who are witness to domestic abuse by Sept. 2022 • decrease number of reported incidents by 30% by 2026.</p> </td> <td data-bbox="1055 1190 1664 1493"> <p>Charter approved for submission to CPA Board subject to the charter sticking to the current LOIP Improvement Project Aim and therefore removing the proposed change.</p> </td> </tr> </tbody> </table>		New Charters	Management Group Comments	<p><u>Charter 8.3</u> Reduce the number of young people referred to the Children's Reporter on offence grounds as a result of appropriate and effective interventions by 2021.</p>	<p>Charter approved for submission to CPA Board however the Project Plan to be fully populated in advance and ensure that the data could be collated for the outcome and process measures.</p>	<p><u>Charter 8.4</u> 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.</p>	<p>Charter approved for submission to CPA Board however ensure the timescales in Project Plan are reflective of when the activity would take place. Project Lead to undertake the necessary training if this has not already been done.</p>	<p><u>Charter 8.5</u> 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.</p>	<p>Charter approved for submission to CPA Board. Project Lead to undertake the necessary training.</p>	<p><u>Charter 9.2</u> Using a whole population approach • increase the awareness of domestic abuse by 2021 • reduce number of children who are witness to domestic abuse by Sept. 2022 • decrease number of reported incidents by 30% by 2026.</p>	<p>Charter approved for submission to CPA Board subject to the charter sticking to the current LOIP Improvement Project Aim and therefore removing the proposed change.</p>
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Derek McGowan, CJ												
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Derek McGowan, CJ												

Topic	Discussion/Decision		Action By
Page 20	<p><u>Charter 10.6</u> Increase number of young people who need support in relation to trauma and bereavement having access to such support by 2021.</p>	<p>Charter approved for submission to CPA Board. Project Team to look to add measure for change idea re use of QR codes.</p>	Derek McGowan, CJ
	<p><u>Charter 11.4</u> Increase the number of community run green spaces that are organised and self-managed, particularly in priority localities where satisfaction and use is low</p>	<p>Charter approved for submission to CPA Board however Project Team to consider identifying an area that they are going to focus on e.g. one of the priority localities, so that you are using the improvement methodology of testing change ideas small and then spreading as appropriate, and able to demonstrate the impact of the change ideas.</p>	Sandra McLeod, RIS
	<p><u>Charter 12.9</u> Increase the uptake of alcohol treatment by improving access to alcohol services and ensuring they are local, integrated and targets areas of greatest need by 10% year on year by 2021.</p>	<p>Charter approved for submission to CPA Board subject to detail as to when specific initial tests of change would be started/ended being added to the project plan.</p>	Jillian Evans, SC
	<p><u>Charter 14.2</u> Current LOIP Improvement Project Aim: Reduce Aberdeen’s carbon emissions by 30% by 2021. Proposed Revised Improvement Project Aim Reduce public sector carbon emissions by 5% by 2023</p>	<p>Charter approved for submission to CPA Board subject to the charter sticking to the current LOIP Improvement Project Aim of “Reduce Aberdeen’s carbon emissions by 30% by 2021.”</p>	Jillian Evans, SC
	<p>The importance of the improvement projects identifying a priority locality to test their change ideas, where appropriate, was discussed and it was suggested that a section be added to the project charter template to prompt project teams to consider this and to make this explicit.</p> <p>In terms of the project updates, the Management Group received a demonstration of the new improvement project dashboard that was available on the CP website and</p>		

Topic	Discussion/Decision	Action By
Page 21	<p>provided Partners with an opportunity to scrutinise and understand whether our improvement projects were delivering on the improvement aims as set out within the LOIP, and the impact that this was having on the stretch outcomes. It also allowed the Partnership to identify any challenges being experienced by project teams and where additional support might be required. It was noted that the dashboard would be used at all future meetings to consider progress with the improvement programme.</p> <p><u>The Management Group resolved:</u></p> <ul style="list-style-type: none"> (i) to approve recommendations (a), (b) and (e); (ii) to approve the new charters included in Appendix 2 of the report for submission to the CPA Board, unless otherwise stated above and the subject to the comments above being actioned; (iii) to note the updates provided on live improvement projects contained at the Improvement Project Dashboard; (iv) to note that a ragging system for the updates would be included for the next meeting and that the Management Group consider the updates on an exception reporting basis; and (v) to agree that the Community Planning Team review the project charter template with the view of adding a section to identify which, if any, priority locality the project would be focused in. 	<p>OIG Chairs</p> <p>Allison Swanson, ACC</p>
11. Locality Annual Reports	<p>The Management Group had before it a report which presented the third Annual Reports for the Locality Plans 2017-27.</p> <p><u>The report recommended:-</u> that Management Group support the submission of the Locality Plan Annual Reports to the Board on 3 December for approval, noting that further outcome data would be added to the reports in advance of the Board meeting where possible.</p> <p><u>The Management Group resolved:</u> to approve the recommendation.</p>	<p>Neil Carnegie, ACC</p>

Topic	Discussion/Decision	Action By
12. CPA Annual Outcome Improvement Report 2019/20 Public Facing Summary Page 22	<p>The Management Group had before it a report which presented the public facing summary of 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.</p> <p>The report recommended:- that Management Group approve publication of the public facing Annual Outcome Improvement Report 2019/20 and that this be reported to the CPA Board on 3 December for information.</p> <p><u>The Management Group resolved:</u> to approve the recommendation.</p>	Allison Swanson, ACC
13. CPA Budget Quarterly Update	<p>The Management Group had before it a report which provided an update on the 2020/21 Community Planning Budget's financial performance for the period 1 July 2020 to 30 September 20.</p> <p>The report recommended:- that Management Group note Community Planning Aberdeen Budget's performance during quarter 2 of 2020/21.</p> <p><u>The Management Group resolved:</u> approve the recommendation.</p>	
14. CPA Forward Planner	<p>The Management Group had before it the CPA Forward Planner.</p> <p><u>The Management Group resolved:</u> to note the CPA Forward Planner.</p>	
15. Funding Tracker	<p>The Management Group had before it the Funding Tracker of key funding opportunities available to the Partnership, linked to the themes within the LOIP and Locality Plans.</p>	

Topic	Discussion/Decision	Action By
	<p><u>The Management Group resolved:</u> to note the CPA Funding Tracker and to agree that Outcome Improvement Groups consider funding streams available at present.</p>	OIG Chairs
16. Date of Next Meeting	The Management Group noted that its next meeting would be held on 27 January 2021 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.

Title of report	Contact Officer
CPA Management Group: 29 October/ CPA Board 3 December	
CPA Quarterly Budget Monitoring Report (Management Group only)	Michelle Cochlan (ACC)
Shared Intelligence Update	Martin Murchie (ACC)
Locality Annual Reports	Neil Carnegie (ACC)
Locality Recovery Plans	Neil Carnegie (ACC)
CPA Improvement Programme Dashboard, Quarterly Update and Appendices	Allison Swanson (ACC)
CPA Annual Outcome Improvement Report 2019/20 Public Performance Summary	Allison Swanson (ACC)
Progress against socio-economic rescue plan	Richard Sweetnam (ACC)
LOIP Refresh	Michelle Cochlan (ACC)
DRAFT Integration of Locality Planning and Community Empowerment Models for Community Planning Aberdeen and Aberdeen City Health & Social Care Partnership	Michelle Cochlan (ACC)
Aberdeen Links Service Project Presentation (Management Group only)	Sandra MacLeod (HSCP)
Economy Project Charters	
N/A	
People (Children & Young People) Project Charters	
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.	Derek McGowan (ACC)
Reduce the number of young people referred to the Children's Reporter on offence grounds as a result of appropriate and effective interventions by 2021.	Derek McGowan (ACC)
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.	Derek McGowan (ACC)
People (Vulnerable Adults) Project Charters	
Using a whole population approach <ul style="list-style-type: none"> increase the awareness of domestic abuse by 2021 reduce number of children who are witness to domestic abuse by Sept. 2022 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 the number of community run green spaces that are organised and self-managed, particularly in priority localities where satisfaction and use is low.	Sandra MacLeod (HSCP)

Title of report	Contact Officer
Increase the uptake of alcohol treatment by improving access to alcohol services and ensuring they are local, integrated and targets areas of greatest need by 10% year on year by 2021.	Richard Craig (ADP)
Place Project Charters	
Reduce Aberdeen's carbon emissions by 30% by 2021.	Jillian Evans (NHSG)
CPA Management Group: 27 January 21/ CPA Board 4 March 21	
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)
Progress against socio-economic rescue plan	Richard Sweetnam (ACC)
Community Resilience	Derek McGowan (ACC)
North East College Regional Outcome Agreement	Pauline May (NES College)
Economy Project Charters	
Increase the number of people from priority localities employed by public sector partners and in major capital projects by 2022.	Allison Carrington (SDS)
Increase the number of Modern and Graduate Apprenticeships in priority and volume growth sectors by 5% by 2022.	Allison Carrington (SDS)
Support 2 investments per year in priority growth sectors through Invest Aberdeen by 2022.	Allison Carrington (SDS)
Increase the number of people employed in growth sectors by 5% by 2021.	Allison Carrington (SDS)
Increase no. of people over 50 in employment in Aberdeen by 10% by 2022	Allison Carrington (SDS)
90% of employers reporting that they have appropriately skilled people in their workforce by 2026.	Allison Carrington (SDS)
Increase the number of people entering employment from Stage 4 employability activity to 80% by 2022.	Allison Carrington (SDS)
80% of young people will successfully complete their Modern Apprenticeship programme by 2022	Allison Carrington (SDS)
People (Children & Young People) Project Charters	
Increase the number of care experienced young people receiving appropriate multiagency throughcare by 2021.	Rob Polkinghorne (ACC)
Reduce the number of children and young people who are exhibiting self-harming behaviours	Rob Polkinghorne (ACC)
Reduce number of requests for specialist support from children's social work in partnership forums by 5% by 2020	Rob Polkinghorne (ACC)
Reduce the length of time that care experienced children and young people wait for an initial Child and Adolescent Mental Health Service (CAMHS) appointment to less than 4 weeks by 2021.	Rob Polkinghorne (ACC)
People (Vulnerable Adults) Project Charters	
Extend the multi-agency problem solving approach to all 16 and 17 year olds charged with an offence to reduce the likelihood of reoffending by 2021.	Derek McGowan (ACC)
Reduce the number of wilful fires by 20% 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	Derek McGowan (ACC)

Title of report	Contact Officer
for appropriate assessment/ support/ treatment/ services in relation to mental health issues: - in Police custody - on a community disposal - in HMP Grampian by 2021	
Reduce no. of repeat convictions of 16 and 17 year olds, and 18+ year olds, as a result of targeted focus on specific offending behaviour, and use of appropriate and effective interventions, 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)
Increase number of people undertaking recovery from drug and alcohol issues who are being supported to maintain drug / alcohol free lives in their community by 2021	Richard Craig (ADP)
Increase by 10% the percentage of adults in Aberdeen City who are non-drinkers or drink alcohol in a low risk way by 2021.	Richard Craig (ADP)
Increase the number of groups for people with long term conditions which are co-produced with service users by 2021.	Sandra MacLeod (HSCP)
Place Project Charters	
Increase the completeness of data within the 'at risk database' to identify those people most vulnerable.	Jillian Evans (NHSG)
Reduce the generation of waste in Aberdeen by 2021.	Jillian Evans (NHSG)
CPA Management Group: 24 March 21/ CPA Board 28 April 21	
People (Children & Young People) Project Charters	
Increase the number of young people who leave school with a minimum of SVQ 3 in literacy and numeracy and 4 other qualifications to 98% 2021.	Rob Polkinghorne (ACC)
Increase the number of curricular offerings shaped by school communities by 20%, by 2021.	Rob Polkinghorne (ACC)
Timescale TBC 2019-2020	
Local Fire and Rescue Plan 19/20	Scott Symon (SFRS)
People (Vulnerable Adults) Project Charters	
Increase the uptake and retention of people in the Justice System with a diagnosed mental illness in specialist services by 2021.	Derek McGowan (ACC)
Increase the number of unpaid carers participating in support programme reflecting healthy life choices by 25% by 2021.	Sandra MacLeod (HSCP)

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

Progress Report	Socio-Economic Rescue Plan 2020/2021
Lead Officer	Richard Sweetnam
Report Author	Richard Sweetnam
Date of Report	9 November 2020
Governance Group	CPA Board – 03 Dec 2020

Purpose of the Report

To update CPA Board on the progress towards delivery of the Socio-Economic Rescue Plan.

Summary of Key Information

1 BACKGROUND

- 1.1. The [Socio-Economic Rescue Plan 2020/2021](#) was approved by Aberdeen City Council (ACC) and CPA on 30 June and 1 July respectively.
- 1.2. It was agreed that for each of the three themes, an officer of the Council would coordinate the implementation of each action across partners for each of the 'Business', 'People' and 'Place' themes.

2 CURRENT POSITION

- 2.1. The Implementation Group has met every 4 weeks since the approval of the Rescue Plan and will continue to meet on a four weekly basis to the 31 March 2021. The Group is attended by officers of ACC and representatives of CFINE, FSB, AGCC, VisitAberdeenshire, Scottish Enterprise, Business Gateway, Skills Development Scotland, ACVO, Aberdeen Inspired, NESCOL and Culture Aberdeen.
- 2.2. It reviews progress towards delivery and a tracker for each theme has been set up according to action, update, LOIP Link and Status (Red, Amber, Green).
- 2.3. There are a total of 75 actions in the plan, the status of these actions as at November 2020 is:

Complete	6
On track (green)	64
Being monitored (amber)	2
Needs intervention (red)	0
Closed	3
	75

2.4 Within the business and place plans, there is a focus on measures to increase footfall and spend in the city centre and wider. In response to demand from business as a result of the second and local lockdown in the city centre, an additional two interventions are added to support and meet the objectives of Action 1.5 (Business Plan) and Action 3.1 (Place Plan) to support the tourism, leisure and hospitality sector.

- (i) Support to Aberdeen Inspired to extend restaurant week beyond the business improvement district (BID) area itself; and
- (ii) Support to Aberdeen Inspired and the newly formed Hospitality Group to support the development of an Aberdeen Gift Card. To support local businesses in the city centre, purchasers of the gift card would pre load the cards with a value that could be redeemed in participating shops, restaurants, cultural venues or attractions.

2.5 The objectives of these interventions are to:

- Support the continued recovery of the sector by increasing footfall in participating businesses;
- Support promotion of the city as a safe and welcoming place to visit and reassure the public that restaurants are open and safe to visit;
- Increase turnover in participating businesses by encouraging additional use of restaurants;
- Promote the hospitality sector on a dedicated platform using mainly social media and digital channels; and
- Create a fun, engaging event for residents and visitors to Aberdeen

2.6 An additional intervention has also been added to support the delivery of Actions 2.4 and 2.5 (Business Theme) and Action 3.1 (Place Theme) to support the tourism, leisure and hospitality sector:

- (i) Support to Aberdeen Inspired and the newly formed Hospitality Group with the development of a Check-In System App, adapted specifically for Covid-19 Test and Protect.

2.7 The objectives of this intervention are:

- Guaranteed genuine check in details of everyone entering a premises;
- Instant access for NHS Test and Protect in the event of an outbreak;
- Fast track customer entry to a premises;
- Ability to set restrictions in line with local and national guidelines, including limiting the number of premises visited;
- Allows health and safety messages or rule changes to be regularly sent out; and
- Allows easy, real time reporting

2.8 The three additional interventions outlined in 2.4 and 2.6 will be met from the £141,000 budget approved by Urgent Business Committee, in line with the Council's governance arrangements.

2.9 An update report on the Socio-Economic Rescue Plan was approved at Aberdeen City Council's City Growth and Resources Committee on 28th October.

3 NEXT STEPS

3.1 Coinciding with each progress report to the Implementation Group, updates will be provided to the CPA Management Group and Board via the progress tracker.

Recommendations for Action

It is recommended that the Board:

- i) Note the progress of the Socio-Economic Rescue Plan through the progress tracker provided in the appendix.

Opportunities and Risks

The Plan and Governance provides an opportunity for a coordinated city-wide Partnership response to the impact of Covid-19. The actions 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. 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

The following people were consulted in the preparation of this report:
Socio-Economic Rescue Plan Implementation Group

Background Papers

[Socio-Economic Rescue Plan](#)

Contact details:

Name	Richard Sweetnam
Title	Chief Officer – City Growth
Email Address	rsweetnam@aberdeencity.gov.uk
Tel	07753 895034

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SocioEconomic Rescue Plan: Business theme

	On track
	Being Monitored
	Needs intervention

Ref No	Action	Lead	Outcome(s)	November Update	Status	Output Measuers
1 General Response						
1.1	Covid-19 Business Loans Programme	Andrew Stephen - ACC	Working capital loans to business to support 'trading out' of current crisis	Two new enquiries, but most past enquiries failed to convert to applications.	On track	No of applications- 7 No of succesful applications - 1 No of applications awaiting additional info 2
1.2	Aberdeen City Council Business Charter	Richard Sweetnam - ACC	Supportive business environment for companies in the city	Being embedded across service redesigns in ACC	On track	
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	David Dunne - ACC	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	Regular meetings continue to be held between Planning, Building Standards and Environmental Health to manage applications for outside seating and licensing. To date over 80 business have been in contact and application and renewal process is in place. This includes a guidance document for business which is updated as required	On track	No of businesses in contact - 80

1.4	'Shop, Visit, Eat Local' – consider loyalty card scheme/app	Chris Foy - 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.	<p>£9,000 from the SERP budget is allocated to support to Aberdeen Inspired to extend restaurant week beyond the business improvement district (BID) area itself. £15,000 from SERP budget is allocated to support to Aberdeen Inspired and the development of an Aberdeen Gift Card</p> <p><u>VisitAberdeenshire</u> No change to plans for Rediscover campaign through to Christmas. Aberdeen specific campaign targetting visitors from elsewhere rescheduled for the spring.</p> <p><u>AGCC</u> North East Now saw an easing of activity in October as the team worked on plans for a large-scale campaign in the run up to Christmas. A series of 'bingo lists' have been produced by the NEN team to encourage a good-natured competition among followers around the number of activities carried out, places visited etc.</p> <p>Due to start later this month, the festive campaign will aim to provide a forum for North-east firms to share any offers and initiatives, as well as promote products and services, to maximise their returns during the festive period. We hope this will include a 12 Days of Christmas competition on Original 106 starting on December 1.</p>	On track	<p>North East Now Views - 17,000 Combined social media followings - 10,000 Post impressions - 300,000</p> <p>KPIs for Restaurant Week and Aberdeen Gift Card being defined.</p>
1.5	Tourism Business Recovery Programme	Chris Foy - VisitAberdeenshire	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.	<ul style="list-style-type: none"> • Business Reviews – supplier appointed, and delivery commenced mid-September • Gathering and Using Customer and Market Insights – procurement process close to completion • Review of Target Markets and Best Routes to Market – procurement process close to completion • Review of Exclusive Use Market and Best Routes to Market – procurement process close to completion • Website reviews – agreed that VisitScotland will undertake these as delivery partner • Upskilling in Digital Marketing Content Creation (3 levels – basic, intermediate, and advanced) – agreed that Business Gateway will undertake these as delivery partner • Developing a Marketing Strategy – procurement process commenced • Travel Trade Readiness and Product Development – activity commenced in August including 4 x 1to1 advice sessions with businesses to date on product development, distribution advice and sales collateral. Inhouse delivery. • Sustainability – scoping work undertaken. • Enhanced website reviews – scoping work undertaken. • Emerging Trends and New Technology – scoping work undertaken. <p>In addition to the in-depth tailored support for the 40 participating businesses, a webinar on each of the above themes will be offered to all tourism businesses in Aberdeen and Aberdeenshire.</p>	On track	<p>40 businesses receiving in-depth tailored support</p> <p>11 recovery webinars open to all tourism businesses</p>

1.6	Business Gateway Recovery Programme	Andrew Burnett - Business Gateway	'SME Redundancy to Recovery Programme' of 121 business advice - Sales & Supplier Recovery, Continuity Planning, Digital, Leadership, H&S & Risk assessment and HR	<p>We designed a COVID business response service and continue to run training and events in parallel with 1-2-1 support for businesses. Specific areas of focus include Health & Safety, Leadership, Business Continuity, Digital Recovery, Sales Recovery.</p> <p>We have delivered 14 "Redundancy to Recovery" webinars to date with over 200 people attending. These run regularly with a further 2 delivered in October. Future dates are set for 6th and 20th November and 7th December in anticipation of increased demand for support following conclusion of the furlough main support scheme. We recognise that Young People will be an age demographic hit hard and so have created a support programme with this audience in mind. "Emerging Minds" aims to help students coming out of colleges and the universities and any young person under 30 yrs out of work to consider their next steps and whether starting up in business is a possibility for them. We ask for local partnership help in promoting these. Everyone who attends an event is assigned a Business Adviser who will pick up on their individual situation and to help plan out a business idea. We have had 30 people participate over two sessions run in September and October already.</p> <p>Discussions with ACC to run a City Centre focussed support programme to offer self-employment opportunities for out of work individuals.</p>	On track	<p>Support provided to 200 people</p> <p>14 'Redundancy to Recovery' webinars run</p>
1.7	Business Resilience Group Invest Aberdeen Advisory Board	Richard Sweetnam - ACC	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	<p>Officers continue to work closely with all members of the Business Resilience Group, many of whom also join the SERP Implementation Group meetings.</p> <p>The Invest Aberdeen Advisory Board is due to meet again in December.</p>	On track	<p>Link to Aberdeen Prospers LOIP project, project lead</p> <p>No of resilience group meetings - 18</p> <p>No of IA Advisory group meetings - 1</p> <p>No on advisory Board - 14</p>

1.8	Positive Procurement Programme	Mel Mackenzie - ACC	Strengthening local supply chains and contributing towards local business growth. Provide more access to contracts for smaller businesses. 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.	Meeting arranged with the Supplier Development Programme first week December to finalise supplier development activity.	On track	Link to Aberdeen Prospers LOIP projects, project leads
1.9	ACC Key Account Management	Andrew Stephen - ACC	Regular engagement with local businesses by ECMT Relationship management with local business community and key employers	ACC has signed up to be a gateway organisation for the DWP's Kickstart ERI scheme. The scheme is being promoted to organisations across the city. Need oo agree info tp be harvested and run 2 pilots	On track	No of KAM businesses engaged with No of meetings held No of KAM businesses engaged with SE
2 Tourism, Leisure, Hospitality						
2.1	Extend planning rules for restaurants to keep up deliveries	David Dunne - ACC	Flexibility of regulatory systems to accommodate physical distancing Maintain revenue stream for businesses in lockdown transition period	The exemptions currently offered by the Scottish Governments planning division have been extended until Q1 2021.	On track	

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	David Dunne - ACC	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	The exemptions offered by the Scottish Governments Planning Division have been extended, as have Building Warrant requirement for temporary structures. Regular meetings continue to be held between Planning, Building Standards and Environmental Health to manage applications for outside seating and licensing. To date over 80 business have been in contact and application and renewal process is in place. This includes a guidance document for business which is updated as required	On track	
2.3	Creative Business Resilience Support - Outdoor exhibitions/ drive in events/ shows (City Centre / Neighbourhoods / Beachfront / Parks) that can provide social distancing	Duncan Cockburn - Culture Aberdeen	Preparing creative/cultural businesses for post Covid-19 environment Building balance of content for digital and physical experiences.	The cultural sector still continues to be significantly affected by the pandemic with venues largely closed and most staff continuing to be furloughed. Much of the attention of remaining staff working in organisations has been dedicated to ensuring the financial survival of organisations. Organisations continue to shift delivery of key outputs online most notably over this period several festivals include True North (hosted by Aberdeen Performing Arts); Dancelive (hosted by CityMoves) and the Sound new music festival. The annual Culture Aberdeen benchmarking exercise is now underway this will provide information on the impact of the cultural sector in the city for the last financial year (prior to the pandemic) but also include a section on the effects of the pandemic. Member organisations of Culture Aberdeen are making plans to develop a fringe associated with the British Art Show next year.	On track	
2.4	Information, Advice & Guidance on physical distancing for tourism sector	Andrew Morrison - ACC	Specifically raised by businesses in response to VA survey	see 2.5	On track	

2.5	Information, Advice & Guidance on physical distancing for tourism sector	Andrew Morrison - ACC	Business Awareness on details – embed in FAQ	<p>Environmental Health and Trading Standards continue to provide support to businesses across a wide range of sectors. Officers are continuing to support and monitor compliance with the requirements, including at weekends and evenings.</p> <p>Officers are providing advice and support on the requirements associated with Level 2 restrictions which were implemented on 02/11.</p> <p>£15,000 from the budget will be used to support Aberdeen Inspired and the newly formed Hospitality Group with the development of a Check-In App, adapted specifically for Covid-19 Test and Protect.</p>	On track	KPIs for check-in app being defined
2.6	Pilot temporary green spaces/ markets – Pop Up	Innes Walker - 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	Since the last meeting the pocket park installation at St James's Episcopal Church, Huntly Street, has been completed with the exception of lighting. On completion of lighting a media launch for both sites will take place.	On track	KPIs being defined
3 Job retention / creation						
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	Jamie Coventry - ACC	Support business growth Skills and training and improved employability	No progression on the business rates feasibility meantime. However, Kickstart is an employer recruitment incentive scheme which ACC is acting as a gateway organisation for and will be an incentive to businesses taking on young people for roles across all sectors. It is anticipated that the Young Person's Guarantee will also contain an element of ERI.	On track	

3.2	Grey Matters entrepreneurial training scheme for redundant executives	Andrew Burnett - Elevator	Supporting business start-up rates	An innovative programme designed to create new businesses of scale by bringing together redundant Energy sector professionals. We have established excellent partnerships with SE and BP and commenced our latest cohort on 2 nd November. We received around 40 applications and have selected 23 participants, some of whom have an idea and others who are looking to join an idea as part of the delivery team. Our objective is to turn these ideas into successful businesses that will provide long term job creation.	On track	<p>Link to Aberdeen Prospers LOIP project</p> <p>23 participants on November cohort.</p> <p>40 applications received for November cohort.</p>
3.3	Local Export Partnership	Shane Taylor - AGCC	Supporting the resilience of existing exporters given uncertainty around business continuity Supporting and sustaining £15bn of annual export value	Action closed.	Closed	
3.4	Elevator Centre for Entrepreneurship	Andrew Burnett - 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	The Centre remains closed to the public in accordance with government guidelines. Elevator and Business Gateway services continue to be delivered remotely.	On track	<p>Link to Aberdeen Prospers project</p> <p>No of 'digitalboost' training sessions</p> <p>No of people / companies attending training</p>

	Hospitality 3.5 Apprenticeship North- East scheme	Lorna Carnegie - ONE	Job creation in hospitality centre	<p>All the apprentices are working well at their hotels and providing very positive feedback. It has been a challenge for Training Matters to find learning bites to be done virtually, but now as everyone adjusts there are more becoming available. There remains a question of the exams and assessment for their current block happening online or in person. Current partners are beginning to look for new partners to join the programme and are contacting the hotels they believe would be interested and suited for the programme. It looks like there could be 8-10 partners for the next programme beginning with 10-12 apprentices participating.</p> <p>The next board meeting will be mid-January to plan the new apprentice induction and introduce new partners.</p>	On track	<p>Link to Aberdeen Prospers project</p> <p>No of apprentices on training programme</p> <p>No receiveing SVQ Level 5 in Hospitality Services</p>
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SocioEconomic Rescue Plan: People theme

	On track
	Being Monitored
	Needs intervention

Ref No	Action	Lead	Outcome(s)	November Update	Status	Output Measures
1 Supporting Young People into Positive Destinations						
1.1	Positive Destination Planning Sessions	SDS - Nicola Graham; ACC - Lori Manson	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.	Largely as per last month. Continuing liaising with schools on Positive Destination meetings dates, with a number already scheduled.	On track	Link to ICS project
1.2	Tailored ACC & Scottish Children's Reporter Administration Internship for care experienced young people (LOIP Project – Priority Groups into Public Sector Jobs)	People & Organisational Development - Lesley Strachan; City Growth - Angela Taylor	Good work experience CV improvement References Potential for some qualifications	This internship remains on hold as a result of Covid restrictions. Employability support continues to be offered to the young person in question, who has meantime picked up a part-time cleaning job which is providing her with some work experience and limited income. We continue supporting her to secure full-time employment in an admin role. Exploring opportunities to create internships in ACC for CEYP, using Kickstart scheme with Young Person Guarantee wrapped around it.	Being Monitored	Link to Aberdeen Prospers project
1.3	Guaranteed job interview for ACC internships for care experienced young people (LOIP project - priority groups into public sector jobs) where jobs are available	People & Organisational Development - Lesley Strachan; City Growth - Angela Taylor	Potential work experience; Feedback;	Action complete - guaranteed job interview scheme is in place.	Complete	Link to Aberdeen Prospers and Attainment and Transitions to Adulthood projects

1.4	Skills 4.0 – Review emphasis based on employability pipeline	Skills Development Scotland - Allison Carrington; NESCol - Robin McGregor	Shared understanding of skills required for local economy	Work still ongoing with regional partners to identify short and medium term opportunities and align skills provision to economic need. This will be an evolving process as we progress through various stages of Covid lockdown/recovery and economic rebuilding. Work ongoing with SDS to gather data regarding projected employment demand – linked to Skills Academy work and NESCol internal review and curriculum portfolio update. Need to balance immediate short term forecasting vs medium/long term. New NESCol Qualification/training roadmap to be published early in the new year.	On track	
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 - ? ; NESCol - Robin McGregor	Skills and training outcomes Employability	NESCol Curriculum Business Priorities internal review now undertaken to identify existing capacity to diversify and expand current curriculum provision and identify innovative and flexible learning pathways that support widening access to retaining and upskilling. New “bitesize” part time and online/distance learning offer, with associated wrap-around support service, in design aimed at supporting young parents (and others who struggle to access education through traditional pathways) to achieve meaningful qualification that support pathways to employments. Meetings scheduled to investigate NESCol’s role in supporting the delivery of the Young parents and youth guarantee initiatives. Specific detail regarding qualifications, pathways and support to be available for December update.	On track	Link to LOIP project - Young Women into Work
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	Aberdeen Foyer - Leona McDermid	Improved positive destinations	From discussions with SDS and DYW in the Winter Leavers Working Group and analysis of the data it was felt that numbers are too patchy and young people leave across term time (although the majority leave at end of December) to be able to provide a specific Winter Leavers' Programme. Those more likely to not achieve a positive destination may already have disengaged from school. Prior to COVID some progress had been made using a Positive Destinations Planning approach in schools for those still in school. It was suggested that this could be used for those leaving and post school too to provide a multiagency input that wraps around each individual young person tied to the Employability Pipeline, e.g. 0-2 for those furthest from labour market, 3-4/5 for those closer to moving into work. Foyer Futures has piloted a wraparound approach with young people experiencing tough challenges in their lives who are winter leavers (cohort of 9 from 19/20 and emerging cohort from 20/21) with strong engagement and sustained positive outcomes. With the variety of new initiatives and changes to support systems across the city, the project charter will focus immediate efforts on those who are just about to leave and who have already left school in order to mitigate negative destinations and increases in economically inactive numbers.	On track	Link to Attainment and Transitions ICS Group

1.7	Session with DYWNE to explore how opportunities to bed emerging industries and skills into education system	DYW NE -Mary Holland; ACC Education - Alex Duncan	Identification of potential career routes for young people, postCovid.	The Right Skills Right Job Winter Leavers programme has now been offered to all secondary schools in the city and several schools have come forward wanting to deliver to the groups of young people identified. The delivery model will be in 3 parts 1) workshops in class supported by employer videos 2) DYW arranged employer mock interviews 3) Access to work related e-learning modules.	On track	Potential link to Attainment and Transitions to Adulthood Group
2 Community Spaces						
2.1	Maximise Hubs in three priority areas Dee - Tullos Community Wing, Don - Tillydrone Community Hub, West - Cummings Park Community Centre, using schools or community facilities as navigation of the benefits system	Children and Young People's Services - Graeme Simpson	Wrap around eg financial resilience, positive mental health and employability and extending support to families Regular 'case conferencing'	The Hubs will go live in the coming weeks. They will be delivered from Tullos Community Wing, Manor Park Community Wing and Tilly Community Hub. We continue to work to identify suitable long-term accommodation. Staff are planning bespoke support arrangements for the children identified as benefiting from Hub support. Due to COVID these will necessitate flexible support arrangements and will be more dispersed in nature.	On track	LOIP Mental Health and Wellbeing
2.2	Homelessness presentations and No One Left Behind - employability wrap around	Housing Access & Support- Kay Diack; City Growth - Angela Taylor	Wrap around/ tailored approach to overcome personal challenges Improved employment prospects/ securing work and able to maintain tenancies	Management liaising on best way to embed this into business as usual. Meantime, discussions between teams about individuals to ensure support needs can be addressed.	On track	Link to Aberdeen Prospers and Homelessness health and wellbeing projects
3 Job Retention/Creation						
3.1	City Centre Apprentice Scheme - Assess feasibility to waive/reduce business rates as incentive for businesses taking on trainees in city centre sectors - retail, tourism, hospitality See Business Ref 3.1.	ACC City Growth -Jamie Coventry	Support business growth Skills and training and improved employability	October Update No progression on the business rates feasibility meantime. However, Kickstart is an employer recruitment incentive scheme which ACC is acting as a gateway organisation for and will be an incentive to businesses taking on young people for roles across all sectors. It is anticipated that the Young Person's Guarantee will also contain an element of ERI.	On track	Link to Aberdeen Prospers Project

3.2	Employability schemes for office-based occupations being displaced		Job creation, skills development, skilled workforce with transferable skills	Closed	Closed - deleted from plan	
3.3	Protocol on all capital and City Region Deal projects to create/secure jobs and apprenticeships	Capital - John Wilson; Procurement Service - Stuart Calderwood -Roddy McTaggart	Skills/ Training outcomes Community Benefits needs realised	Action complete	Complete	Positively impacts on economic, people and place based improvement/prosperity outcomes and National Performance Framework Link to Aberdeen Prospers Project
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 - Wendy Robertson	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	Discussions ongoing with Vodaphone and CityFibre	On track	Link to Aberdeen Prospers project
4	Workforce Development					

4.1	Energy Transition Skills Academy	NESCol - Robin McGregor / Allison Carrington	Ensuring local people gaining skills around new opportunities in delivery of Net Zero Vision	<p>The College has been working closely with partners from SDS, the UoJA and RGU, ONE and ACC to define the scope of the Energy Transitions Skills Academy and its alignment within the plans for skills development as part of the Energy Transitions Zone development in the south of the city.</p> <p>Via a small working group chaired by SDS, and as part of an ambition to create a regional Energy Skills Academy for the city and wider North-east, NESCol's role with the ESK will be the delivery of a ETSA providing a range of qualifications and services including:</p> <ul style="list-style-type: none"> • Step-on, step-off short courses and qualification, accessible in a range of formats that support retaining and upskilling of the current workforce in preparation for careers in energy transition e.g. (e.g. wind, hydrogen, new vehicle technologies, energy systems, energy storage and CCUS), • A mix of skills and training programmes at SCQF level 4 to 7 (and possible above), to attract new entrants, secure the future employability of the current oil and gas workforce and develop the skills needed to support the sector and future jobs. • School outreach programmes to develop STEM skills and the development of efficient and sustainable learner journey pathways from school, through further and higher education into employment. • Fast-track pathways from the senior phase into priority energy-related subject disciplines that focus students on developing the essential meta and industry skills necessary to flourish in the modern energy workplace. • A more integrated approach to senior phase and post senior-phase planning will also support school, college and university partners to work collaboratively to help develop the pipeline of future energy industry talent, encouraging wider participation from within the community to create a more diverse and inclusive energy industry in the North East and across the globe. <p>With an initial focus on skills that support energy transition the curriculum portfolio will develop and evolve over time to encompass wider areas relating to sustainability, net zero and the circular/green economy.</p>	On track	
4.2	Employment mentoring for adults - Career Ready Model (prob unpaid to avoid impact on benefits)	People and Organisational Development - Lesley Strachan; Angela Taylor/Lori Manson	Boost employment prospects	as per last month - still awaiting full info on Kickstart and Young Persons' Guarantee.	On track	
4.3	Adult volunteering scheme, enabling a whole system approach to volunteering to support people in need		Boost employment prospects and tackle physical and mental health issues associated with unemployment. Support for people in need. Kinder communities	Closed	Closed	

4.4	Campaign to encourage hospitality workers to move into care sector, alongside upskilling provision	ACC Comms - Karen Allan (supported by partner group)	Contribute to addressing care sector jobs People in work, transferrable skills recognized	Meeting between DWP, SDS, ACC and Aberdeenshire Council, which is also keen to be involved. Follow-up meeting to be held with Aberdeen Health and Social Care Partnership. Gathering data on numbers of local hospitality works made redundant and from what types of roles, while also gathering data on numbers and types of roles available in the care sector - still major gaps in the sector. This will help to inform targeting of redunant workers to encourage them into the sector and to allocate funding and resource to deliver. Case studies of care sector workers across the spectrum of roles to be gathered. Consideration being given to creating Kickstart post to support delivery of marketing and promotional activity.	On track	organisations
4.5	Careers in Aberdeen public sector - upskill staff to enable progression across public sector as vacancies arise, opening entry level jobs	City Growth - Angela Taylor/Opps for All manager; People and Organisational Development - Lesley Strachan	Skilled workforce, right people in right jobs, employee retention/ loyalty, opportunities	One employability keyworker in place through Parental Employability Support Fund, which will support delivery of this action, and second recruited. Employer engagement officer post still going through Aberdeenshire Council processes (will be jointly-funded post on Aberdeenshire Council's staff role). Discussions continue between Organisational Development and Employability teams on how best to take this forward within ACC. ACC's new approach to internal recruitment and internal movement of staff (the re.cr.uit scheme) is in place to support internal employees to move more easily across the organisation to alternative roles with reasonable training and development where required.	On track	
4.6	Digital Skills Challenge - speak to industry to consider a pilot	Customer - David Gammie / City Growth - Wendy Robertson	Citizens with digital skills, access and ability to apply for jobs online, carry out digital roles in workplace, apply for and maintain benefits claims. Understanding of and ability to respond to changes in demand for and supply of labour in digital sector. Opportunity for digital sector to enable new ways of working in long-term. Reduced economic and social impact of poor connectivity	The Digital City group has been created to facilitate and support the improvement of digital access and skills across Aberdeen City and work collaboratively with our partners, citizens and third sector organisations to achieve our outcomes. The pilot will be developed within this group	On track	Link to Aberdeen Prospers projects

4.7	Creation of local online jobs portal	City Growth - Angela Taylor; Aberdeenshire Council - Angie Millett	Access to jobs at all levels for city region residents, with links to employability and application support. Free promotion of jobs for businesses, with application support provided to applicants. Links people with employability teams and funded programmes.	Website build almost complete. Next step will be to gather information about and promote job opportunities	On track	
4.8	Joint promotional campaign about learning opportunities	NESCol - Paul Smith	Joined-up approach to ensure agreed collective messaging about learning and training opportunities is promoted. Access to education. Skilled workforce.	Meeting and action note issued to project group on 12/10/20. Contact made with AGCC and Opportunity North East to expand project group (AGCC confirm support, ONE confirm support and participation in group) and follow-up discussions to take place. Additional representatives from Aberdeen City Council and Aberdeenshire Council have also been brought into the project group. Aberdeenshire Voluntary Action has provided further input in relation to the inclusion of volunteering opportunities within the scope of the project. Outline of objectives, audiences and channels to be drafted and shared for group input at November meeting (to be scheduled for w/c 23/11/20). Anticipating work on a communications toolkit will be carried out in December by the NESCol Marketing and Communications team for a regional campaign launch in January 2021 involving all partners.	On track	
4.9	Make the case for the need for the additional funding for employability support for Aberdeen from the Scottish Govt, reflecting combined economic impact of Covid-19 and the oil and gas downturn	City Growth - Richard Sweetnam	Availability of funding to enable employability support to increased numbers of people in need of it	Action complete	Complete	
5 Wellbeing Support						
5.1	Secure and use ESF employability and social inclusion funds	City Growth - Stuart Bews	Funding secured to deliver early stage engagement, financial and employability support. Skilled workforce	Work on the draft proposal continues	On track	

5.2	Hardship fund managed by Lord Provost's Charitable Trust	Communities - Susan Thoms	Charities providing support to individuals and communities in need have immediate access to funds to do so.	The Project Team is continuing to look at further promotion of the Crowdfunder and engaging with the corporate/business sector. If sufficient funding becomes available a further funding round will be held.	On track	No
5.3	Partnership between Community Planning and Business in the Community to align corporate social responsibility to areas of need	Community Planning - Michelle Cochlan	Building on work initiated before the pandemic to align support from responsible businesses across Aberdeen to LOIP/ areas of need	The event held in October 2020 was a success with a total of 61 people attending. 29 people attended from the business community, representing 17 business across Aberdeen. Since the event we have had four enquiries from businesses about working closer together. The event is a starting point for building our relationship with the Aberdeen Responsible Business Community. Follow up communications are now being planned. As a result of the positive partnership we have built with Business in the Community (BITC), BITC have announced this month that Aberdeen is one of three locations across the UK, and the chosen location for Scotland, for pilot project funding to deepen the partnership working with the business community in the City's recovery from Covid-19.	On track	<ul style="list-style-type: none"> ●No. of businesses pledging commitment to working with the Partnership - 2 ●No. of enquiries received from businesses about working closer together - 4 No. of attendees at Responsible Business Events - 61 ●No. of businesses represented at Aberdeen Responsible Business Events - 17 ●No. of business community representatives attending Aberdeen Responsible Business Events - 29
5.4	Process for providing food to people in food insecurity through CFINE and advice delivered on free school meals	Neil Carnegie	Supports LOIP Stretch Outcome that no one will go without food due to poverty	complete	Complete	Link to Sustainable Cities Group project
5.5	Crisis Line/ Single access point for vulnerable people in need	Customer - Jacqui McKenzie	Single access point for people vulnerable to harm as a result of Covid19 Emotional support	complete	Complete	No

<p>5.6</p>	<p>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</p>	<p>People and Organisational Development - Kirsten Foley</p>	<p>Emotional support for people</p>	<p>Lead on annual leave. October update we are continuing to roll this out within ACC and have another course planned which we intend to open up to ALEOs etc</p>	<p>On track</p>	<p>No - NHS initiative. Link in with Healthy Working Lives team</p>
<p>5.7</p>	<p>Introduce training for all front-facing staff on self-harm/suicide indicators and steps to take to protect people</p>	<p>People and Organisational Development - Kirsten Foley</p>	<p>Early identification of potential harm to individuals Prevention of harm to individuals</p>	<p>Lead on annual leave October update In partnership with SAMH we have delivered the Introduction to Prevent Suicide training - this was recorded and is available to all staff. We will also be rolling out Asist suicide prevention training across the organisation, but due to the nature of the content this can only be done via face to face training so we cannot deliver it at this stage of the pandemic.</p>	<p>On track</p>	<p>Link to RIS project</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	SAMH - Liam Yule	Range of suicide prevention activities carried out across NE. Reduction in number of suicides. 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	Suicide prevention activity in North-East: Prevent Suicide app developed and downloaded 56k+ times, contains range of information and links to support, as well as self-help techniques. Online delivery of new training course Introduction to Suicide sessions have been widely used, replacing some of the face-to-face courses which can't currently be developed and SAMH is keen that these sessions are accessed - anyone who wishes to have these sessions should contact action lead Liam Yule to arrange delivery. Multi-agency suicide prevention leadership group looks at reducing suicidal behaviour and behaviour across NE and various approaches messages, literature, engaging with services, awareness raising, etc. Number of sub-groups sit under leadership group looking at different aspects of suicide prevention: data review; training; events and campaigns; and communication. Looking to create a couple of new sub-groups: children and young people with a particular focus on youth suicide; and lived experience group which will look at development of a lived experience panel - a network across NE led by people who have had thoughts of suicide themselves who can influence and lead some of this work. The action lead is relatively new in post.	On track	Link to RIS project
5.9	Increased support for victims of domestic abuse, improved and quicker access to counselling services	Communities - Val Vertigans	Reduction of harm to adults and children. Reduction in no, of domestic abuse incidents. Better reporting of incidents and better outcomes for victims.	As per last month. Additional issues: GWA recruited 3 new members of support staff (one additional). 100% occupancy within refuge, waiting list increasing (looking at closing waiting list temporarily). Continuing to work closely with ACC housing services. Finalising '16 Days of Action' (national campaign to raise awareness of Violence Against Women) activities - mostly 'virtual'. High levels of referral to Rape Crisis Young Person's Service. Scot Gov have extended funding for both prevention and advocacy services until 2022. Staff still working remotely.	On track	Link to Community Justice project

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 individuals' financial situation	Wayne Connell, Customer	Citizens able to pay debt in manageable amounts, reduced impact on mental health, reduced poverty, reduced reliance on highinterest loans.	We have provided deferment of payments for Council Tax and Business Rates and make mutually agreeable payment arrangements with customers. This is to allow customers to be able to afford the payments. A project to create a Corporate Debt Team, which will include rent, council debt and other debts is underway. Services continue to provide via telephone and other virtual methods.	On track	
5.11	Instigate a Benefits Awareness Take Up campaign, coupled with increased promotion of/access to debt management support and counsellors	CFINE - Dave Kilgour	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.	Promoted Benefits take-up during Challenge Poverty Week and looking to get some more information in the Council's Tenants Newsletter. CFINE itself has made a couple of short videos to support people with making Universal Credit and PIP claims. We are also promoting the new Scottish Child Payment Child - support sought from Rescue Plan and LOIP partners to circulate info on this.	On track	
5.12	Creation of community food officer post to deliver the Food Growing Strategy	Strategic Place Planning - Sandy Gustar	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	This post is being included as part of a wider service re-design	On track	Link to Sustainable Cities Group LOIP project
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 - Karen Allan	Improved mental and physical health, increased use of open spaces, local tourism boost, may attract tourists from further afield. Promotes Aberdeen as a destination.	Scottish Wildlife Trust delivered a public webinar, with participation of ACC Countryside Rangers on Creating and managing Aberdeen's woodlands for people and wildlife. Series of new trail guides launched to help people discover parts of Aberdeen, including green and open spaces. https://news.aberdeencity.gov.uk/series-of-new-trail-guides-launched-to-help-people-discover-aberdeen/	On track	Link to Sustainable Cities Group project

5.14	<p>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.</p>	Comms - Karen Allan	<p>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.</p>	<p>Discussions between council services on options to promote and lead this activity, with consideration being given to the best ways to identify and positively engage with community groups who have an interest in this.</p>	On track	<p>Link to Sustainable Cities Group project</p>
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SocioEconomic Rescue Plan: Place theme

	On track
	Being Monitored
	Needs intervention

Ref No	Action	Lead	Outcome(s)	November Update	Status	Output Measures
1 Safe Zones- Social Distancing						
1.1	Creating Space to Move and Enjoy	David Dunne - ACC	Provide a safe operating environment and conditions for business and public spaces (parks, paths, etc.) to adapt to Covid 19 , Reduced traffic volumes; Increased air quality & health, Use potential public art and other design led methods to provide an environment that is attractive, welcoming and engaging.	Report presented to CG&R committee with officers instructed to remove the Beach cycle lane interventions and to monitor and report back on all the other interventions in February.	On track	City Footfall data ; Traffic data; Air Quality Data; Website traffic, No of licences for outdoor cafes, possibly a very short questionnaire on the website. 15. 38% of people walking and 5% of people cycling as main mode of travel by 2026
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	David Dunne - ACC	Flexibility of regulatory systems to accommodate physical distancing rules and Spaces for People project. Maintain revenue stream for businesses in lockdown transition period	Ongoing, work continues to engage with business to renew licences and approvals as necessary.	On track	Regulatory systems introduced and implementation timescales No of businesses closing in these areas
1.3	Reopen Gallery as priority venue – allows socially distant visits due to capacity / one-way options	Christine Rew/ Alex Robertson - ACC	Emphasise safe visits / space available / social distancing / trained & welcoming staff and the use of technology to provide safe experiences.	Completed	Complete	Number of in-person visitors recorded

1.4	Review AAGM Estate – potential closure of Tollbooth; Reduced Maritime Museum; close Treasure Hub for General Tours	Christine Rew/ Alex Robertson - ACC	Resolution of small spaces and tourism. Reduced opening/ private pre-sales. Exclusive pre bookings	ongoing in line with current Scottish Government advice on physical distancing; these venues will not re-open before 2021	On track	
1.5	Update Aberdeen Event Guide on best practice	Stephen O'Neill - ACC	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.	ongoing	On track	Delivery of Guidance and maximising events to stimulate safe footfall
1.6	Review management and maintenance of green/ open spaces for social distancing, wildlife & costs (review grass cutting regimes / tree planting / biodiversity / etc.)	Steven Shaw - ACC	Protect / improve physical & mental health with safer access to outdoors and connection to nature Increase wildlife. Reduced costs of management.	Environmental Services follow Scottish Government guidance were thought relevant, Coronavirus (COVID-19); guidance on safer public spaces - urban centres and green spaces. A number of green spaces have been maintained in a more natural way during the summer of 2020 and this work will continued in to autumn and winter. The maintenance plan for 21/22 is under review with this work having just started. Areas to be maintained in a more natural way have been identified. This work will include areas of biodiversity, reduced maintenance, food growing, additional tree planting and links to community led green space partnerships.	On track	Increased wildlife Off-set carbon Reduced costs KPIs are being defined
2 Transport						

2.1	Bike Hire Scheme	Joanna Murray - ACC	Health Benefits, Lower emissions higher air quality Encourage use of green transport. Allow access to active travel opportunities for all our citizens	Final details being disucssed before a decision is finalised.	On track	<p>15.1 Supporting different ways for active travel in everyday journeys, using partners and volunteers to address safety, infrastructure, fitness, well-being and confidence No of people using bikes/ take up of scheme.</p> <p>KPIs will be reported should the tender process result in a contract award.</p>
2.2	Tourism Car Parking Ticket – new product to support domestic tourism and hotels	Chris Foy - VisitAberdeenshire	Capitalise on likely mode of travel for inbound tourists	Realisitcally any demand for such a product is expected to be more likely from Easter 2021. Internal lead at VA briefed to take forward discussion with ACC	On track	<p>1.3 Improving investment into Aberdeen and Aberdeen businesses. Money generated and how it has been spent</p>
2.3	Additional Cycle Parking / hubs	Joanna Murray - ACC	Encourage active travel into the city centre and to key locations 10 locations have been identified	Completed	On track	<p>15.1 Supporting different ways for active travel in everyday journeys, using partners and volunteers to address safety, infrastructure, fitness, well-being and confidence .</p> <p>47 cycle racks and 27 scooter racks st various schools</p> <p>8 maintenance stands at various locations</p> <p>17 cycle racks at various locations</p>

2.4	Smart Journey Planning Tool	Neale Burrows / Amye Ferguson - ACC	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.	Managed by Neale Burrows and Amye Ferguson going forwards following the launch of the app. GoABZ was launched on the 19th October and Officers are continuing to monitor and respond to any support tickets raised (only two so far which have been discussed with the developer). A Mobility as a Service (MaaS) workshop took place end of October and a follow-up discussion on MaaS and the MaaS Investment Fund is planned for early November. Normal governance would follow should ACC decide to bid for the funding.	On track	15.1 Supporting different ways for active travel in everyday journeys, using partners and volunteers to address safety, infrastructure, fitness, well-being and confidence. 1. Improved reported satisfaction with travel planning 2. Total number of registered users 3. Total logs into GoABZ/ per week 4. Total number of trip plans generated 5. New features added 6. Reported levels of behavioural change
3 Shop, Visit, Eat Local						
3.1	Campaign to maximise opportunities from local market – Aberdeen as a safe destination	Chris Foy - VisitAberdeenshire	1. Promotion of local creative practitioners – eg creative space for artists 2. Buy AAGM and local independent produce using mobile device & pick up at Art Gallery shop 3. Drive footfall to gallery and establish as hub for independent arts community 4. Increased footfall and dwell time in city centre 5. Physical distancing compliant product development – Marketing campaign highlighting how to spend a day safely in Aberdeen	Rediscover campaign as reported in Business 1.4.	On track	1.1 Diversification of the economy into other growth sectors including wider energy related sectors; tourism; food and drink; life sciences; health and social care and construction.

3.2	Conversion of Digital uptake into footfall at the Art Gallery – streaming services eg Cowdray Hall	Christine Rew/Deirdre Grant - ACC	Promotional Visits	No change from October update; Art Gallery footfall will benefit from citywide promotional opps for Christmas 2020, HAAN craft market (27-29 Nov), BP Portrait Award exhibition and Art Fund Museum of the Year 2020.	On track	Number of in-person visitors recorded
3.3	Gallery retail space expanded (eg Top Level in cafe area) – managed inhouse	Christine Rew/Susy Bell - ACC	Shop local, Gallery visits - Link to 4.2	finalising budget for converting to retail use; HAAN Craft Market (27-29 Nov) will be located on top level	On track	Number of makers participating
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)	Chris Foy - VisitAberdeenshire	Promotional; Footfall to different city centre precincts	Mapping tool now live on visitabdn.com along with new Aberdeen pages with tours section www.youraberdeen.com Work underway with AGCC, Vanguard and First to pilot an open top bus tour in summer 2021	On track	
4 Economic Strategy						
4.1	Net Zero Vision & Strategic Infrastructure Plan – Governance	Richard Sweetnam - ACC	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.	ongoing	On track	1. 10% increase in employment across priority and volume growth sectors by 2026. 14. Addressing climate change by reducing Aberdeen's carbon emissions by 42.5% by 2026 by 2026 and adapting to the impacts of our changing climate

4.2	Scotland's Energy Transition Zone Business Case – including the ETZ Training & Jobs Plan	Richard Sweetnam (BC) NESCOL	Business case for phase 1 of ETZ	The College has been working closely with partners from SDS, the UofA and RGU, ONE and ACC to define the scope of the Energy Transitions Skills Academy and its alignment within the plans for skills development as part of the Energy Transitions Zone development in the south of the city.	On track	As above
4.3	H2 Aberdeen Business Case	Andrew Win - ACC	Business case for H2 Hub and Bus Projects	ongoing	On track	As above
4.4	Review the pilot projection City Centre Living and the affordable housing waiver.	Mel Booth - ACC	Increase in city centre living opportunities and increased city centre population to support activity and retail.	The City Centre Living Strategy is being monitored through the Aberdeen City Local Housing Strategy and the Strategic Housing Investment Plan. Both promote and encourage city centre living. The Affordable Housing Waiver was reviewed and extended to June 21.	On track	KPIs are being defined
4.5	Events 365 / AAGM Exhibition Programme – spread out of events – curation of events & exhibitions to different zones of the city, including open spaces	Stephen O'Neill/Deirdre Grant - ACC	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.	No update due to current restrictions on events and mass gatherings. SON supporting national working groups to explore viable ways for events to return in the new year.	On track	



Community Planning Aberdeen

Progress Report	Locality Recovery Plans 2020/21
Lead Officer	Derek McGowan, Chief Officer – Early Intervention and Community Empowerment
Report Author	Neil Carnegie, Communities and Housing Area Manager Colin Wright, Development Manager (Torry) Paul Tytler, Locality Inclusion Manager (Woodside, Tillydrone, Seaton) Martin Smith, Locality Inclusion Manager (Middlefield, Cummings Park, Heathryfold, Northfield and Mastrick)
Date of Report	21 October 2020
Governance Group	CPA Board – 3 December 2020

Purpose of the Report

This report presents the Locality Recovery Plans 2020/21 to support the recovery of our priority localities.

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.

1.2 These Locality Recovery Plans follow the development of the Socio-Economic Recovery Plan considered by the Urgent Business Committee on 30 June 2020.

2 NEXT STEPS

2.1 Each plan will be overseen by the Locality Partnership; the refresh of the locality plan during 2020/21 to align with the refresh of the LOIP, will take account of these recovery priorities. The plans link with the delivery of the Socio-Economic Rescue Plan 2020/21 actions.

Recommendations for Action

It is recommended that the Board:

- i) Approve the Locality Recovery Plans

Opportunities and Risks

The Plans provide the opportunity for a coordinated locality level response. The plans aim to provide as much support to communities in the ongoing response to Covid-19 and to mitigate where possible against further poorer outcomes in localities.

Consultation

The following people were consulted in the preparation of this report: Locality Partnership members.

Background Papers

Socio-Economic Rescue Plan 2020/21

Contact details:

Neil Carnegie Communities and Housing Area Manager
Aberdeen City Council
Tel: 01224 522942
Email: ncarnegie@aberdeencity.gov.uk

Locality Recovery Plan

Northfield

Introduction

The purpose of this Locality Recovery Plan is to focus on what is happening in our priority localities to support recovery from the ongoing impact of Covid 19. Community groups and organisations have responded extremely well in adapting local support and service delivery to meet the needs of all communities and our most vulnerable citizens. This has been complimented by responses from Community Planning Partners.

The plan describes City-wide actions which will deliver improvements in our localities and then goes on to describe local plans and actions.

The Locality Plan Annual 2019/20 reports [\[link to be added\]](#), as well as reporting on 2019/20, reflect work being undertaken across Northfield in response to the ongoing crisis. In addition, the Fairer Aberdeen Fund quarterly reports detail a considerable amount of work being undertaken both by projects which operate specifically in the locality, as well as locality outcomes that are delivered by projects delivering on a city-wide basis [\[link to be added\]](#).

Socio–Economic Recovery Plan

A Citywide recovery plan was developed with partners to support our communities and economy across the city. The plan has a wide range of measures, but some have a particular relevance to localities, and these are described below. The full plan with more detail on the measures is

at: <https://communityplanningaberdeen.org.uk/wp-content/uploads/2020/07/Socio-Economic-Rescue-Plan.pdf> . Progress on these actions is reported through Community Planning Aberdeen [\[link to be added\]](#).

Economy

Action	Outcome
Business Gateway Recovery Programme	'SME Redundancy to Recovery Programme' of 121 business advice - Sales & Supplier Recovery, Continuity Planning, Digital, Leadership, H&S & Risk assessment and HR
Positive Procurement Programme	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.
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People

Action	Outcome
Positive Destination Planning Sessions	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
Tailored ACC & Scottish Children's Reporter Administration Internship for care experienced young people (LOIP Project – Priority Groups into Public Sector Jobs)	Good work experience CV improvement References Potential for some qualifications
Guaranteed job interview for ACC Internships for Care Experienced Children (LOIP - Project Priority Groups into Public Sector Jobs) where jobs are available	Guaranteed job interview for ACC Internships for Care Experienced Children (LOIP - Project Priority Groups into Public Sector Jobs) where jobs are available
Skills 4.0 – Review emphasis based on employability pipeline	Shared understanding of skills required for local economy
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)	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)
Accelerate the ReBoot programme - targeted at supporting winter leavers who are disengaging with education in the months prior to them leaving school	Improved positive destinations
Maximise Hubs in three priority areas Dee–Tullos Community Wing, Don – Tillydrone Community Hub, West – Cummings Park Community Centre, using schools or community facilities as navigation of the benefits system.	Wrap around e.g. financial resilience, positive mental health and employability and extending support to families Regular 'case conferencing'
Homelessness presentations and No One Left Behind – employability wrap around	Wrap around/ tailored approach to overcome personal challenges Improved employment prospects/

	securing work and able to maintain tenancies
Hardship fund managed by Lord Provost's Charitable Trust	Charities providing support to individuals and communities in need have immediate access to funds to do so
Partnership between Community Planning Aberdeen and Business in the Community to align corporate social responsibility to areas of need	Building on work initiated before the pandemic to align support from responsible businesses across Aberdeen to LOIP/ areas of need
Process for providing food to people in food insecurity through CFINE and advice delivered on free school meals	Supports LOIP Stretch Outcome that no one will go without food due to poverty
Crisis Line/ Single Access Point for Vulnerable People in need	Single access point for people vulnerable to harm as a result of Covid19 Emotional support
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	Emotional support for people at risk of self-harm.
Increased support for victims of domestic abuse, improved and quicker access to counselling services	Reduction of harm to adults and children. Reduction in no, of domestic abuse incidents. Better reporting of incidents and better outcomes for victims.
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.	Citizens able to pay debt in manageable amounts, reduced impact on mental health, reduced poverty, reduced reliance on high interest loans.
Instigate a Benefits Awareness Take Up Campaign, couple with increased promotion of/access to debt management support and counsellors	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.
Creation of Community Food Officer post to deliver the Food Growing Strategy	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

Place

Action	Outcome
Review management and maintenance of green/ open spaces for social distancing, wildlife & costs (review grass cutting regimes / tree planting / biodiversity / etc.	Protect / improve physical & mental health with safer access to outdoors and connection to nature Increase wildlife Reduced costs of management

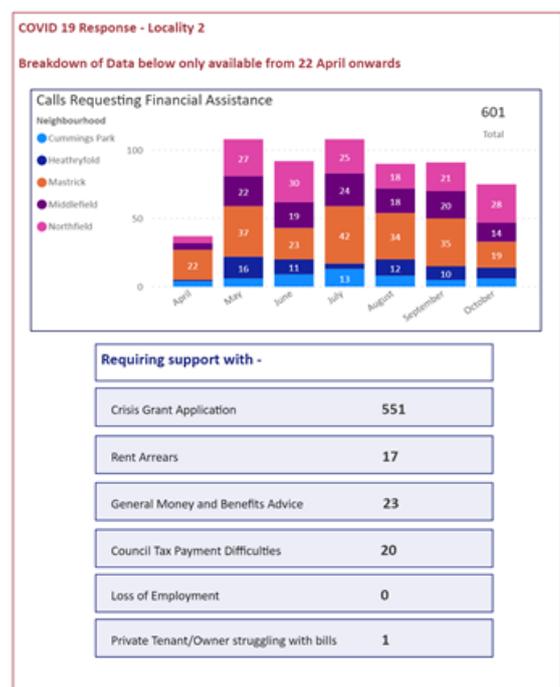
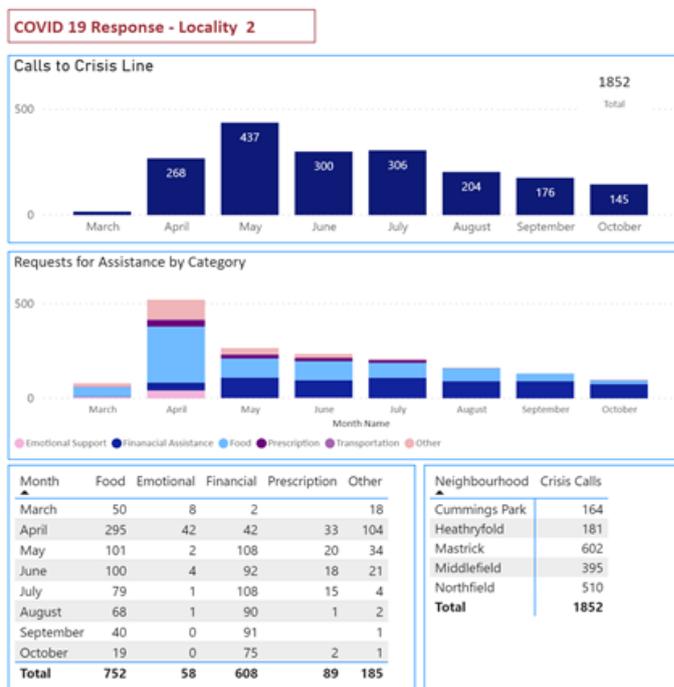
Locality – profiles

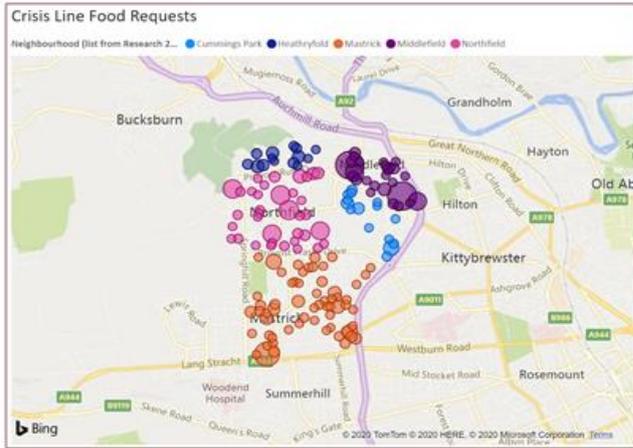
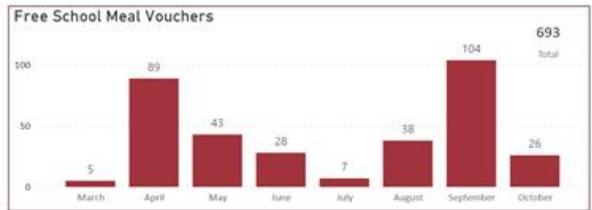
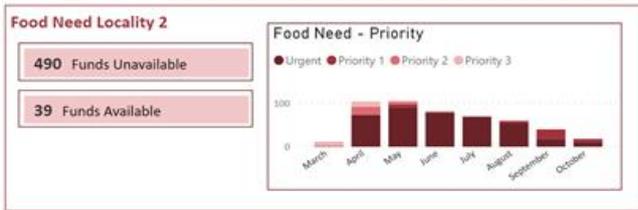
Locality profiles and outcomes data can be analysed

at <https://communityplanningaberdeen.org.uk/outcomeslocalities/>

Covid Impact data

Data highlighting the impact of Covid in Northfield is shown below – drawn from calls to the crisis line and demand for food and free school meal vouchers. This underpins the refreshed locality priorities below around food poverty, mental health and wellbeing.





Northfield Locality Partnership

The Northfield Locality Partnership refreshed priorities in September 2019 with a review at the beginning of March 2020. A further meeting due to consider projects to address the identified priorities however had to be postponed due to Covid 19. Online engagement has continued with Partnership members and consensus is that priorities as reviewed ostensibly remain the same with the result of Covid 19 making some more urgency to address. Key priorities are addressing food poverty, creating employment and education opportunities and supporting positive mental health.

Economy

Locality priority: -

- In work poverty including affordable and accessible childcare
- Support for Universal Credit claimants especially for people who cannot volunteer (impacting on benefits) versus the benefits of volunteering (positive mental health, skills and experience acquisition)

Action:-

- DWP to be asked to become partner to assist Locality to address.
- Middlefield Community Project working with Pathways to set up support group to assist people with CV's, job applications, training and placements, access to further education and applications for appropriate benefits (several historically used venues closed)
- Middlefield Project accessed Kickstart funding to continue to employ 2 young people in Nursery
- Completion of the new Cummings Park Nursery expected before end of 2020 will increase Nursery places in area

- Maximise potential for local employment particularly in infrastructure projects in area

The Claimant Count has risen from 780 in March 2020 to 1040 in August 2020 across the whole Locality with people on Universal Credit rising from 1165 to 2152 over the same period.

People

Locality priority:- Children and Young People

- Positive Destinations for young people to be supported to their individual best opportunity
- How to reach those 'under the radar'
- Young Carers
- Mental Health

Locality priority:- Adults

- Number of men aged 40 – 60 not fitting into existing supports and negative about some possibilities
- How much can we affect alcohol/drug use reductions
- Average life expectancy for men in area 5 years less than Aberdeen City average
- Mental Health and Wellbeing

Action:-

- Development of Family Wellbeing Hub at Manor Park Centre will support children and families in number of ways
- Family Learning – deliver continued support to families via 1-2-1 calls, extended to any family in need of support across the city. Quarryhill, Bramble Brae and Heathryfold schools employing Family Learning Workers
- Deliver appropriate supports with Youth Work and Adult Learning to help our most vulnerable families and individuals
- Links with Connect Scotland - ensuring people have access and skills to limit digital inequalities
- Increase Health & Sport programmes -
 - Targeted
 - Walking Routes – Heathryfold Park & Auchmill Woods (links to Place)
- Supporting Healthy Hoose staff back to full-time

Place

Locality priority:-

- Food Poverty
- Need to encourage 'Sense of Place'

Action:-

- Co-ordinated approach to free/low cost food distribution to ensure that everyone who requires has access
 - Majority of community venues distribute Fareshare and food parcels/bags in conjunction with CFINE and a variety of supermarkets - need to co-ordinate more fully
- Arrange re-opening of Cummings Park Centre for 'The Cubby' project to support food distribution and providing direct support and signposting to families and individuals
- Increase support to Community Food Growing Groups and to access to Green Spaces
 - Middlefield Community Garden
 - Cummings Park Flat Community Garden
 - Heathryfold Park
 - Paths developments across area

Aberdeen Health and Social Care Partnership

Neighbourhood Lead Response – continued delivery of the neighbourhood lead model: implemented to support community organisations with provision of crisis support for COVID, the approach worked well, and it has been agreed to share the learning and adopt this approach going forward.

Volunteering – capitalise on the increase in volunteering as a result of COVID e.g. recruitment and involvement with Locality Empowerment Groups

Pharmacy Deliveries – continue the delivery programme that put in place to support people who were shielding or self-isolating to ensure they receive prescriptions.

Scottish Fire and Rescue Service

Our Operational and Community Action teams will continue delivery of Home Fire Safety Visits to all communities during this time specifically to members of our communities that are deemed Very High / High risk.

Our Ops teams have also been carrying out Operational Intelligence audits on all High-Rise buildings within the locality to enhance safety for the residents, wider community, and our teams.

Police Scotland

- Theft by Shoplifting - supporting local businesses through detection/deterring, referring vulnerable towards support and food banks.
- Domestic Abuse - Awareness of continued reporting but also understanding the new challenges that victims face due to the situation. As a Division, we have increased contact with support agencies and opened new lines that we

can refer victims into (by PCU). Robust checks to continue in relation to any offenders breaching bail conditions.

- Wellbeing - support the vulnerable that we come across through diverting them towards help and partner agencies.

Implementation

Delivery of the recovery plan will be monitored through the Locality Partnership and delivered across community organisations, community planning partners and services.

Locality Recovery Plan

Torry

Introduction

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The Locality Plan Annual 2019/20 reports [link to be added], as well as reporting on 2019/20, reflect work being undertaken across Torry in response to the ongoing crisis. In addition, the Fairer Aberdeen Fund quarterly reports detail a considerable amount of work being undertaken both by projects which operate specifically in the locality, as well as locality outcomes that are delivered by projects delivering on a city-wide basis [link to be added].

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Locality – profiles

Locality profiles and outcomes data can be analysed at <https://communityplanningaberdeen.org.uk/outcomeslocalities/>

Covid Impact data

Data highlighting the impact of Covid in Torry is shown below – drawn from calls to the crisis line and demand for food and free school meal vouchers. This underpins the refreshed locality priorities below around mental health and wellbeing and poverty.

COVID 19 Response - Locality 1

Calls to Crisis Line



Requests for Assistance by Category

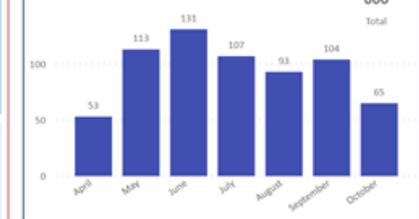


Month	Food	Emotional	Financial	Prescription	Other
March	54	8	5		17
April	304	45	61	28	96
May	136	7	113	11	32
June	140	6	131	8	9
July	121	1	107	5	12
August	119	0	93	2	4
September	82	1	104		0
October	70	0	65	1	0
Total	1026	68	679	55	170

COVID 19 Response - Locality 1

Breakdown of Data below only available from 22 April onwards

Calls Requesting Financial Assistance



Requiring support with -

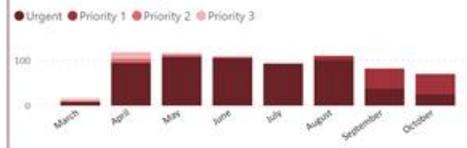
Crisis Grant Application	595
Rent Arrears	28
General Money and Benefits Advice	37
Council Tax Payment Difficulties	19
Loss of Employment	1
Private Tenant/Owner struggling with bills	2

Food Need

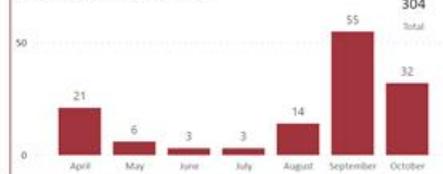
781 Funds Unavailable

25 Funds Available

Food Need - Priority



Free School Meal Vouchers



Food Need - Crisis Calls (No funds) and FSM Vouchers

FoodNeed ● Crisis Food Request - No Funds ● FSM Voucher



Torry Locality Partnership

The Torry Locality Partnership carried out a review during May and June 2020 to refresh the locality plan priorities in the light of the ongoing COVID 19 impacts. Priorities were discussed with the Locality Partnership and the emerging priorities are:

- A safe community is important to me
- An inclusive community where people have the same opportunities regardless of age, ability, gender, race and wealth is important to me
- Improving physical health in the area is important to me
- Improving mental health in the area is important to me
- Improving well-being (health, happiness and comfort) is important to me

Work remains to be done to consult more widely with the communities across the locality on these priorities and this Recovery Plan. Further work to refresh the Locality Plan during 2020/21 and to further align these priorities with the Local Outcome Improvement Plan.

Progress on Covid responses in respect of these priorities is described below under the key themes of Economy, People and Place.

Economy

An inclusive community where people have the same opportunities regardless of age, ability, gender, race and wealth is important to me

A number of partners have sought to alleviate food poverty, made worse by the COVID crisis, in Torry. These include CFINE, Jesus House, TLC, St Fittick's church, the catholic church AFCCT/Cove Rangers and the Kings Foundation. The Partnership are bringing them together to develop a collective approach and plan which seeks to co-ordinate resources, avoid duplication and delivers a wider but more focussed response going forward

The Partnership will work with Aberdeen Harbour Board (re new Harbour) and those taking forward the proposed ETZ project to maximise opportunities for training and employment for the local community.

The Partnership will work with partners such as Pathways and Aberdeen Foyer to maximise the level of support available locally for those seeking employment.

People

- Improvement Project to increase the uptake of alcohol treatment by improving access to alcohol services and ensuring they are local, integrated and targets areas of greatest need by 10% year on year by 2021
- Improvement Project with a focus on Lochside Academy catchment to increase number of young people, who need support in relation to trauma and bereavement, having access to such support by 2021
- Create a Patient Participation Group for Torry Medical Practice
- Continue to develop the Torry Best Start and Smile Pantry to alleviate food poverty, widen access to Best Start support for parents, provide benefits advice and offer information and advice to improve dental health. Target to increase Pantry membership from current level of 60 to 100)
- Continue to develop the Torry Fit Like Hub – a multi agency approach to providing support for our most vulnerable children and families
- Continue development of a multi-agency project, led by Police Scotland, to improve access to naloxone by recruiting and training family and friends of heroin users to administer naloxone when a user overdoses to reduce the number of deaths
- Re-instate Big Noise after school clubs

Aberdeen Health and Social Care Partnership

- Neighbourhood Lead Response – A neighbourhood lead model was implemented to support community organisations to provide crisis support for COVID, this approach worked well and it has been agreed to share the learning and adopt this approach going forward.
- Volunteering – As a result of COVID it has been evident there has been a significant rise in volunteering, it is hoped to capitalise on this increase in volunteering and civic responsibility going forward in the recovery phase e.g. recruitment and involvement with Locality Empowerment Groups
- Pharmacy Deliveries – delivery programme was put in place to support people who were shielding/self-isolating to ensure they still receive their prescriptions.
- Connecting Aberdeen – The Scottish Government funded project saw 385 devices (city wide) allocated to alleviate social isolation. Phase 1 saw the distribution of devices, along with 12 months wi-fi connection and allocation of a digital champion to provide support to improve digital literacy. This was prioritised for people on the shielding list, low income and with no current suitable device. Phase 2 of the project is aimed at households with children and young people, pregnant women and care leavers up to 26 years, all on

low income and not currently owning a device. This will form part of the wider digital connectivity and literacy work in Torry.

Family Learning - continue to support their families via 121 video calls etc. They have also opened their referral system to any family in need of support across the city. They have partnered with Youth Work and Adult learning to develop an offer of support which should help our most vulnerable families

Place

A safe community is important to me

Improvement Project Proposed - Increase the number of community run green spaces that are organised and self-managed

Police Scotland

- Theft by Shoplifting - supporting local businesses through detection/deterring, referring vulnerable towards support and food banks.
- Domestic Abuse - Awareness of continued reporting but also understanding the new challenges that victims face due to the situation. As a Division, we have increased contact with support agencies and opened new lines that we can refer victims into (by PCU). Robust checks to continue in relation to any offenders breaching bail conditions.
- Wellbeing - support the vulnerable that we come across through diverting them towards help and partner agencies.

Scottish Fire and Rescue Service

- Our Operational and Community Action teams have continued to carry out Home Fire Safety Visits to all communities during this time specifically to members of our communities that are deemed Very High / High risk.
- Our Ops teams have also been carrying out Operational Intelligence audits on all High-Rise buildings within the city to enhance safety for the residents, wider community, and our teams.
- Proposed improvement Project in the Torry area aimed at reducing the number of deliberate fires by 20% by 2021.

Street Design-

- Continuing public space and paths improvements in the Tullos 'living streets' area

Developing Community Facilities and Services

Kings Foundation to complete refurbishment of Foundation Centre and open Spring 2021 to provide a community resource to the east of Tullis - the centre hopes to develop a range of new services in partnership with the local community to meet locality needs including: family and addiction support, work with young people, social isolation and employability. Prince's Trust possible partners and funding secured for a part time centre manager.

Torry Development Trust to develop community provision at the former Victoria Road school by March 2020, including

- a community nursery will provide accessible, affordable childcare to both invest in children and enable families to explore employment and learning opportunities.
- The gathering space will be a place to meet and access community-led services to promote cohesion and well-being
- A Community Kitchen, Men's shed and training space will enhance vocational learning and promote employability, health and well-being amongst isolated people

New Primary School and Community Hub at the site of the former Torry Academy to provide a focus for multi-agency regeneration of Torry

Jesus House Church development of improved facility at the former Salvation Army building offering a range of community provision including food poverty initiatives and support for those with addiction issues

Implementation

Delivery of the recovery plan will be monitored through the Locality Partnership and delivered across community organisations, community planning partners and services. As a next stage to this process the Locality Partnership are currently asking partners to identify more clearly, specific to work in Torry, intended outcomes, timescales and measures of success

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Locality Recovery Plan

Woodside, Tillydrone and Seaton

October 2020

Introduction

The purpose of this Locality Recovery Plan is to focus on what is happening in our priority localities to support recovery from the ongoing impact of Covid 19. Community groups and organisations have responded extremely well in adapting local support and service delivery to meet the needs of all communities and our most vulnerable citizens. This has been complimented by responses from Community Planning Partners.

The plan describes City-wide actions which will deliver improvements in our localities and then goes on to describe local plans and actions.

The Locality Plan Annual 2019/20 reports [\[link to be added\]](#), as well as reporting on 2019/20, reflect work being undertaken across Woodside, Tillydrone and Seaton in response to the ongoing crisis. In addition, the Fairer Aberdeen Fund quarterly reports detail a considerable amount of work being undertaken both by projects which operate specifically in the locality, as well as locality outcomes that are delivered by projects delivering on a city-wide basis [\[link to be added\]](#).

Socio-Economic Recovery Plan

A Citywide recovery plan was developed with partners to support our communities and economy across the city. The plan has a wide range of measures, but some have a particular relevance to localities, and these are described below. The full plan with more detail on the measures is at: <https://communityplanningaberdeen.org.uk/wp-content/uploads/2020/07/Socio-Economic-Rescue-Plan.pdf> . Progress on these actions is reported through Community Planning Aberdeen [\[link to be added\]](#).

Economy

Action	Outcome
Business Gateway Recovery Programme	'SME Redundancy to Recovery Programme' of 121 business advice - Sales & Supplier Recovery, Continuity Planning, Digital, Leadership, H&S & Risk assessment and HR
Positive Procurement Programme	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.
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People

Action	Outcome
Positive Destination Planning Sessions	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
Tailored ACC & Scottish Children's Reporter Administration Internship for care experienced young people (LOIP Project – Priority Groups into Public Sector Jobs)	Good work experience CV improvement References Potential for some qualifications
Guaranteed job interview for ACC Internships for Care Experienced Children (LOIP - Project Priority Groups into Public Sector Jobs) where jobs are available	Guaranteed job interview for ACC Internships for Care Experienced Children (LOIP - Project Priority Groups into Public Sector Jobs) where jobs are available
Skills 4.0 – Review emphasis based on employability pipeline	Shared understanding of skills required for local economy
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)	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)
Accelerate the ReBoot programme - targeted at supporting winter leavers who are disengaging with education in the months prior to them leaving school	Improved positive destinations
Maximise Hubs in three priority areas Dee–Tullos Community Wing, Don – Tillydrone Community Hub, West – Cummings Park Community Centre, using schools or community facilities as navigation of the benefits system.	Wrap around eg financial resilience, positive mental health and employability and extending support to families Regular 'case conferencing'
Homelessness presentations and No One Left Behind – employability wrap around	Wrap around/ tailored approach to overcome personal challenges Improved employment prospects/ securing work and able to maintain tenancies
Hardship fund managed by Lord Provost's Charitable Trust	Charities providing support to individuals and communities in need have immediate access to funds to do so

Partnership between Community Planning Aberdeen and Business in the Community to align corporate social responsibility to areas of need	Building on work initiated before the pandemic to align support from responsible businesses across Aberdeen to LOIP/ areas of need
Process for providing food to people in food insecurity through CFINE and advice delivered on free school meals	Supports LOIP Stretch Outcome that no one will go without food due to poverty
Crisis Line/ Single Access Point for Vulnerable People in need	Single access point for people vulnerable to harm as a result of Covid19 Emotional support
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	Emotional support for people at risk of self-harm
Increased support for victims of domestic abuse, improved and quicker access to counselling services	Reduction of harm to adults and children. Reduction in no, of domestic abuse incidents. Better reporting of incidents and better outcomes for victims.
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.	Citizens able to pay debt in manageable amounts, reduced impact on mental health, reduced poverty, reduced reliance on high interest loans.
Instigate a Benefits Awareness Take Up Campaign, couple with increased promotion of/access to debt management support and counsellors	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.
Creation of community food officer post to deliver the Food Growing Strategy	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

Place

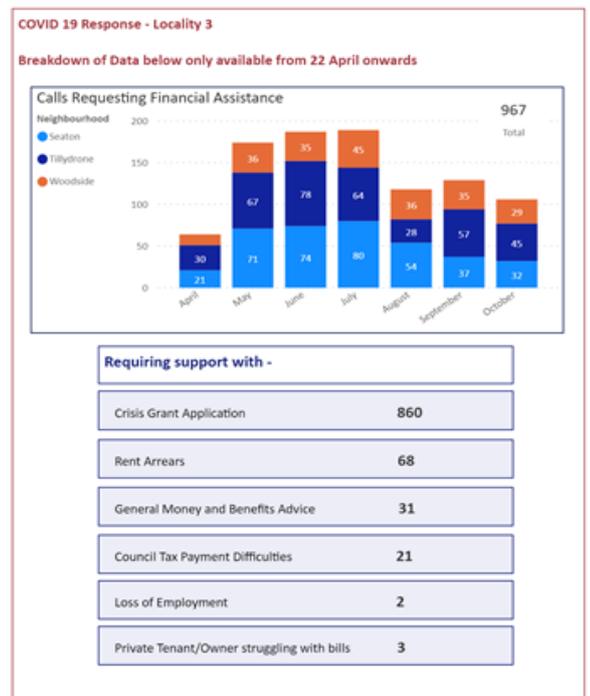
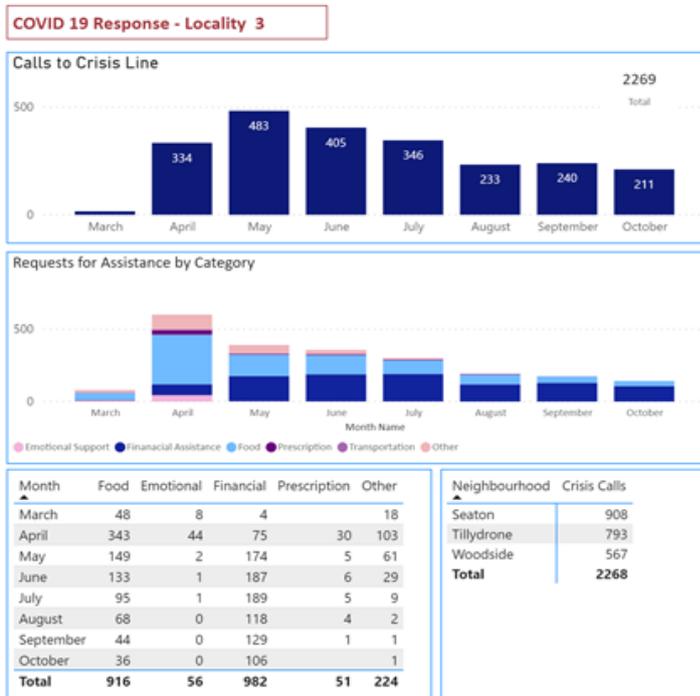
Action	Outcome
Review management and maintenance of green/ open spaces for social distancing, wildlife & costs (review grass cutting regimes / tree planting / biodiversity / etc.	Protect / improve physical & mental health with safer access to outdoors and connection to nature Increase wildlife Reduced costs of management

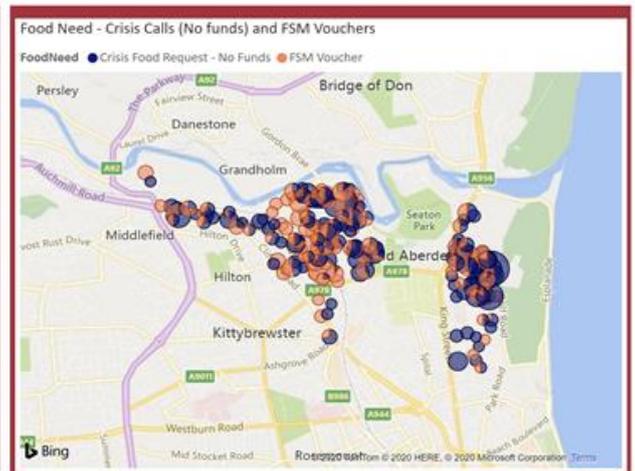
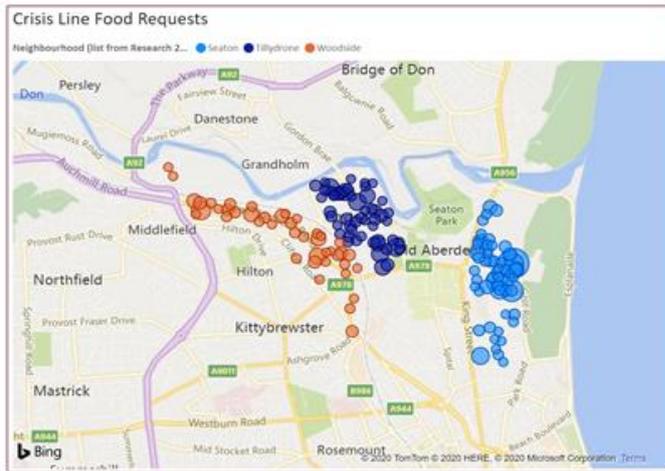
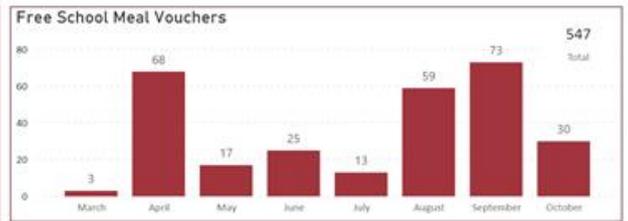
Locality – profiles

Locality profiles and outcomes data can be analysed at <https://communityplanningaberdeen.org.uk/outcomeslocalities/>

Covid Impact data

Data highlighting the impact of Covid in Woodside, Tillydrone and Seaton is shown below – drawn from calls to the crisis line and demand for food and free school meal vouchers. This underpins the refreshed locality priorities below around mental health and wellbeing and poverty.





Woodside, Tillydrone and Seaton Locality Partnership

The Tillydrone, Woodside and Seaton Locality Partnership carried out a survey during April and May 2020 to refresh the locality plan priorities – although the ability to hold local meetings was restricted, over 100 responses were received through social media channels. Priorities were discussed with the Locality Partnership and the 5 emerging priorities are:

- A safe community is important to me
- An inclusive community where people have the same opportunities regardless of age, ability, gender, race and wealth is important to me
- Improving physical health in the area is important to me
- Improving mental health in the area is important to me
- Improving well-being (health, happiness and comfort) is important to me

Work is still to be done to consult more widely with the communities across the locality on these priorities and this Recovery Plan. Further work to refresh the Locality Plan during 2020/21 and to further align these priorities with the Local Outcome Improvement Plan.

Progress on Covid responses in respect of these priorities is described below under the key themes of Economy, People and Place.

Economy

An inclusive community where people have the same opportunities regardless of age, ability, gender, race and wealth is important to me

Woodside – ACC have agreed a temporary lease for Woodside Fountain Centre to Fersands and Fountain Community Project. Despite ongoing limitations in reopening buildings, this will enable:

- delivery of early years provision;
- delivery of after-school club (no longer possible at Kittybrewster Primary due to Covid safety arrangements), supporting parents in work;
- delivery of The Pantry with Cfine – support for people to progress from reliance on emergency food provision, to a more dignified and sustainable model.

Tillydrone Community Campus – delivery library services, Lighthouse Food Bank, and community support

People

Improving physical health in the area is important to me

Improving mental health in the area is important to me

Improving well-being (health, happiness and comfort) is important to me

Delivery of the new Cruyff Court – site investigations underway

Aberdeen Health and Social Care Partnership

- Neighbourhood Lead Response – continued delivery of the neighbourhood lead model: implemented to support community organisations with provision of crisis support for COVID, the approach worked well, and it has been agreed to share the learning and adopt this approach going forward.
- Volunteering – capitalise on the increase in volunteering as a result of COVID e.g. recruitment and involvement with Locality Empowerment Groups
- Pharmacy Deliveries – continue the delivery programme that put in place to support people who were shielding or self-isolating to ensure they receive prescriptions.
- Connecting Aberdeen – deliver digital connectivity and literacy work e.g. wi-fi enabling Woodside. Phase 2 of the project is aimed at households with children and young people, pregnant women and care leavers up to 26 years, all on low income and not currently owning a device.
- Mental health and food poverty have been identified as priorities by the St Machar Partnership Forum and as a result working groups have been established to deliver outcomes for young people in the locality.
- Deliver weight management support to test online resources, with Connecting Aberdeen in Tillydrone, linking to other priorities including young parents support group and breastfeeding peer support group.

Family Learning – deliver continued support to families via 121 calls, extended to any family in need of support across the city. Deliver support with Youth Work and Adult learning to help our most vulnerable families

Place

A safe community is important to me

Police Scotland

- Theft by Shoplifting – deliver support for local businesses through detection/deterring, referring vulnerable towards support and food banks.
- Domestic Abuse – delivery of support in light of increased reporting by victims due to the situation. Continue increased contact with support agencies and opened up new lines that we can refer victims into (by PCU). Ongoing plans with the Locality team for operation targeting High Risk domestic offenders in the Tillydrone and Seaton areas. Robust checks to continue in relation to any offenders breaching bail conditions.
- Wellbeing - support the vulnerable that we come across through diverting them towards help and partner agencies.
- We are liaising with staff at Aberdeen University in the form of guidance and support following the return of students and subsequent COVID-19 outbreak in the halls. This has predominantly been at Hillhead Halls and Old Fire Station but similar work is ongoing throughout the city.
- Op Aspen - continued commitment to dealing with serious and organised crime, targeting those involved. Numerous drug search warrants executed in the Tillydrone and Seaton areas. These operations also assist with those involved in illegal activities to divert them to help and support to tackle their addictions.
- Continue speeding and road safety operations in the Tillydrone Avenue, Diamond Bridge areas in response to community concerns. We are liaising with NESAMP and Communities Team to identify other innovative ways of tackling this.

Scottish Fire and Rescue Service

- Our Operational and Community Action teams will continue delivery of Home Fire Safety Visits to all communities during this time specifically to members of our communities that are deemed Very High / High risk.
- Our Ops teams have also been carrying out Operational Intelligence audits on all High-Rise buildings within the city to enhance safety for the residents, wider community, and our teams.

Street Design – delivery of improved safety at the underpass - drainage investigations are underway to deliver improvements.

Implementation

Delivery of the recovery plan will be monitored through the Locality Partnership and delivered across community organisations, community planning partners and services.

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Community Planning Aberdeen

Progress Report	Shared Intelligence Update
Lead Officer	Angela Scott, Chair of CPA Management Group and Chief Executive of Aberdeen City Council
Report Author	Martin Murchie, Chief Officer – Data and Insights
Date of Report	19 October 2020
Governance Group	CPA Board – 3 December 2020

Purpose of the Report
This report provides an update on work previously reported to develop shared intelligence.

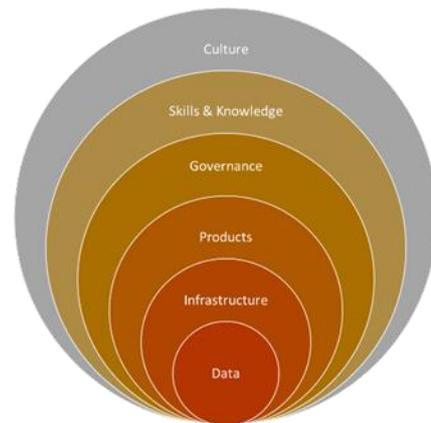
Summary of Key Information
<p>1. BACKGROUND</p> <p>1.1 The LOIP includes a commitment to create a shared intelligence unit to support the delivery of mutual priority outcomes. The Management Group has previously considered papers which sought to advance that ambition.</p> <p><u>Approach Pre Covid-19</u></p> <p>1.2 Prior to March 2020 the activity to build shared arrangements for data and intelligence was mainly being progressed through a multi-agency group focusing on early intervention and prevention. Principles for shared intelligence were submitted to this Group as follows:-</p> <ul style="list-style-type: none"> • <i>A shared intelligence endeavour based on mutual interests and involving multiple partners.</i> • <i>Developed and operated by public sector staff, building a sustainable analytical workforce.</i> • <i>Projects determined by mutual need, related to the LOIP and with commitment from stakeholders</i> • <i>Bringing together datasets from a range of different sources (for example: public sector, commercial and open data) through an effective and secure data sharing process with clear data permissions.</i> • <i>Creating a place-based view of a problem by complementing an otherwise siloed picture with information from other areas.</i> • <i>Focusing on producing actionable insights from information, making sure that actions will be taken following the delivery of analytical outputs. This requires a clearly defined problem that needs to be solved, or question that needs to be answered, in order to ensure that the output is usable and impactful.</i>

- *Clear purpose from the data that is being integrated and analysed. This is not about creating a 'data lake' per se, but about creating a flexible infrastructure which builds on demonstrator projects, each of which have incremental purposes and benefits.*

1.3 The various elements of a shared approach were identified (Fig 1. below) and a plan developed to agree priority areas upon which to focus analysis and prevention of cross agency demand. 6 priority areas were agreed at the beginning of 2020 (listed below) and colleagues from across the Partnership began to take these forward as projects. The proposition being that a collaborative model for sharing data; data infrastructure; developing analytics; etc would be created and refined through this action based collaborative approach.

1.4 Priority Areas

- Reduce demand for child protection and LAC (ACC)
- Flooding Risk (ACC)
- Presentations to A&E & custody suite with self-harm / crisis / suicidal thoughts (ACH&SCP / Police Scotland)
- Falls by 65+ (ACH&SCP / NHSG)
- Emergency Contact (ACC)
- Multiple Drugs Overdoses (ACH&SCP)



Developments Since Covid-19

1.5 When the pandemic struck the UK in mid-March 2020 the focus of partners' data and intelligence teams shifted immediately and significantly to the challenges of supporting the local and national response. Decision making during the pandemic has been underpinned by data reporting, much of which has had to be either created or significantly developed at speed to ensure it is relevant, accurate and timely. Data and reporting needs continue to evolve at pace. There have been, and continue to be, challenges with the collection, flow and sharing of data, however the local teams have adapted and responded extremely well in this environment. Each individual organisation has addressed their own unique data priorities and have also come together in key areas.

1.6 Significantly, a north east "surveillance" group has been established by the Regional Resilience Partnership and through the lens of Covid-19 this group is systematically developing a model which addresses the "principles" for shared intelligence which had been articulated earlier. There is no doubt that the driver of Covid-19 is accelerating the shared approach to intelligence including information governance / data sharing; a common platform for place based reporting; working with colleagues to ensure actionable insights. A focus on supporting Covid-19 related planning and response during winter 20/21 is now the priority. As well as a local focus the surveillance group is establishing a broader network which gives an outward perspective, using the insights of other systems, both health and other agencies, to help establish Aberdeen in a national context.

NEXT STEPS

Building on Progress Post Covid-19

2.1 As the pandemic response continues consideration is being given to how the specific Covid-19 data and intelligence activity can be built on, both by individual partners and on a multi-agency basis, to support advanced practice on a much broader basis. Our hope is that our combined learning will mean that challenges previously seen as barriers can be overcome. There are a number of Community Planning Aberdeen workstreams where this learning can be applied:-

- **Outcomes Framework and Population Needs Assessment (PNA)** – As we prepare for the refresh of the LOIP by June 2021, building on the 2019 refresh as well as the Socio-Economic Rescue Plan, the Partnership will look to the analysis from an updated PNA and the resources available on the Outcomes Framework to ensure the LOIP and Locality Plans remain data led. An integrated place based view using data from multiple partners will be required.
- **Improvement Projects** – A lack of valuable data is one of the persistent challenges identified as LOIP improvement projects are taken forward. Both as charters are prepared and as testing is undertaken. Whilst a data contact has previously been identified for each Outcome Improvement Group, work is needed to further embed the discipline and culture of data driven improvement.
- **Prevention and Early Intervention** – whilst a review of approach and priorities is likely, it is anticipated that resources will again be focused on projects to reduce multi-agency demand, in a post-Covid-19 environment where public sector finances are even more constrained. We need to ensure that the lessons learned, the obstacles overcome and the relationships developed through the pandemic and the work of the joint surveillance group are sustained and used to progress further multi-agency projects.

Recommendations for Action

It is recommended that members of the CPA Board:

- (i) note the work undertaken to date to develop shared intelligence and that consideration is being given to how the specific Covid-19 data and intelligence activity can be built on, both by individual partners and on a multi-agency basis, to support advanced practice on a much broader basis, in particular to support the refresh of the LOIP.

Opportunities and Risks

The steps outlined above are another 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.

Consultation

CPA Management Group
Aberdeen Together
Jillian Evans, Head of Health Intelligence, NHS

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Background Papers

Local Outcome Improvement Plan 2016-2026 (Refreshed 26 February 2019)

Outcomes Framework

Contact details:

Martin Murchie
Chief Officer, Business Intelligence & Performance Management
Aberdeen City Council



The role of Community Planning in responding to Covid-19 and contributing to recovery efforts - learning from the Community Planning Managers Network

Paper produced for Community Planning Improvement Board (CPIB) – 5 October 20

1. Purpose

1.1. This background paper shares initial learning from Community Planning Managers on the role Community Planning is playing locally in relation to the Covid-19 response and recovery. It is hoped this will be helpful in supplementing insights from individual CPIB members and feed into and inform the board's discussion.

2. Introduction

2.1. The Community Planning Managers Network is keen to collaborate and share examples of local approaches and what is working to help CPPs respond effectively to the fast-changing landscape. We have worked with the network to gather insights and examples of what is happening across Community Planning in Scotland to help to contribute to the development of a national narrative about the role and added value Community Planning provides in responding to the current pandemic and to provide useful insight for the CPIB as it considers how it can add value and support improvement.

2.2. This paper summarises emerging learning from a recent network practice sharing event on 29th September which involved input from 29 partnerships. The session considered:

- The role Community Planning is playing in responding to Covid-19 and in contributing to recovery efforts in local areas
- Examples of success stories, lessons learned, and changes in the ways partnerships are working
- A focus on the elements that we want to see sustained in the future

3. The role Community Planning is playing in responding to Covid-19 and in contributing to recovery efforts in local areas

3.1. There is significant evidence around how CPPs have added value and mobilised across a range of partnerships and communities. This demonstrates the benefits of having a CPP infrastructure in place that was able to immediately respond to the pandemic because of the way it works with local communities and across a range of partners.

3.2. Community Planning has played a critical role in supporting emergency response efforts. Existing relationships, infrastructure and ways of working have been fundamental within local emergency and resilience planning structures, supporting rapid and co-ordinated community led responses and joined up planning and delivery by key partners.

3.3. This crisis response provides an illustration of Community planning 'in action' and reflects how partners and communities work together at a community level. While critical during this time, it is largely reactive and operational. It is important to also consider how the longer-term Community Planning ambitions are aligning with, and contributing to, recovery and renewal efforts. Although

still at an early stage, there is evidence that partnerships are beginning to consider how to align and potentially refocus Local Outcomes Improvement Plans to contribute to longer term recovery planning. However, for many partnerships, this may take some time to evolve to ensure plans are shaped by communities, and to be clear on the added value that can be delivered by the CPP over and above individual partner recovery plans.

3.4. The key themes emerging so far are summarised below (full detail is included in Appendix 1).

3.5. Mobilising Communities

In many cases, communities responded much more quickly than the public sector and organised themselves to deliver food/prescriptions/check in on vulnerable people in a matter of days. Community Planning provided essential support via recruiting, co-ordinating and supporting volunteers and community groups, and through establishing online community hubs where support and guidance was made available, and signposting to further resources. While there were challenges in terms of the volume of volunteers and capacity to support community groups, there is a general consensus that the community led response has enabled a more rapid and targeted delivery of support to those most in need. This is an important point and provides potential learning for CPPs in relation to their role in supporting empowerment going forward.

3.6. Utilising the knowledge and expertise of the TSI

Many partnerships drew heavily on the knowledge, connections and expertise of TSIs to mobilise communities, co-ordinate volunteers and to provide support. Some reflected that there had been a strengthening of the relationship with the TSI as a result of the pandemic response.

3.7. Utilising and refocusing existing partnership infrastructure and relationships

Partnerships developed prior to the pandemic were key to allowing a smooth transition to emergency operations. For example, one CP Manager noted many of the members of a local Emergency Management Team were, in 'peace' time, members of the area's CPP. This meant that trust and familiarity had already been established, removing many of the potential barriers that can occur when teams are formed at short notice. Existing partnerships have also been utilised and refocussed across a range of social and economic recovery themes, drawing in new partners including business and the private sector. Thematic partnerships also worked well at the start of the pandemic, springing into action despite the fact that the local CP Board was effectively out of action at this point. CPPs have also been focussed on bringing together partner recovery plans and identifying areas where partners could join efforts. Many partnerships are also looking to alter the way they operate to become more flexible and adaptable, in recognition of the fluidity of the situation presented by the pandemic. This is particularly evident in relation to locality planning.

3.8. Co-ordination and connecting local and national responses

CPPs have played a key role in co-ordinating and connecting local and national responses. This was particularly important given the volume and frequency of new guidelines from the Scottish and UK Governments, the speed with which national guidelines were altered, and the need to ensure communities, community groups and partner organisations all had access to the latest guidance and support.

3.9. Refreshing/resetting existing LOIPs

While a couple of CPPs have made steps to refresh or refocus their existing LOIP to factor the recovery into their plans moving forward, the majority appear to be delaying for now and planning to take a temperature check with communities and partners in the new year to ensure alignment with other local recovery plans, and to ensure priorities within the LOIP are still valid. For some, the expectation is that the LOIP may not change significantly given the priorities identified originally in the LOIP are now considered more relevant than ever, such as poverty, mental health, outcomes for younger people and inequality, all of which have been exacerbated by the pandemic. In other cases,

whilst the broad issues that the LOIP covers will likely remain the same, the pandemic has altered the way they could be addressed, or the targets/timescales needed, so this requires some work.

4. Lessons Learned so far– what worked and what are the barriers?

- 4.1.** Partnerships which were well embedded within their local communities were more easily able to respond and also had already earned the buy-in and trust of the local community. Without these pre-existing relationships, the response would have been much slower and less effective, particularly at targeting support and information for the most vulnerable.
- 4.2.** Existing relationships and communication between partners has improved the ability to draw together cohesive responses. Partnerships have strengthened and expanded in response to the crisis, with existing partner relationships growing stronger and new partnerships formed in order to address existing gaps. There is a greater awareness and trust between partners and sectors – including business/private sector which could offer longer term gains in partnership working.
- 4.3.** While there has been significant progress in data sharing between partners during the pandemic, particularly in relation to data being shared to allow help to be directed to vulnerable households, for other areas, the lack of data sharing was noted as a hurdle. An example of this is between Public Health Scotland and Local Authorities and relates to sharing Test and Protect data in relation to households who are required to isolate.
- 4.4.** There are challenges in relation to Scottish Government requests for data, which were felt to be too frequent, uncoordinated (i.e. two different departments asking for similar or overlapping data) and often with far too little notice between the question being asked and the deadline for responses set.
- 4.5.** Community planning has provided a much-needed vehicle to co-ordinate local communications and support activity, which has been critical in identifying gaps and minimising duplication across partners and community providers.
- 4.6.** The emergency response phase has shown Community Planning in action; despite not always following formal procedures or utilising formal structures. While this reactive 'Community Planning in Action' has been essential, it is important not to lose sight of the longer-term ambitions of community planning in relation to improving outcomes, reducing inequalities, early intervention and prevention. While many partnerships are giving consideration to how they align and refocus LOIPs to play into longer term recovery efforts, it is perhaps too early at this stage to be able to identify relevant learning.
- 4.7.** Community Listening events provide a useful opportunity to ensure community voices are at the heart of refreshing the LOIP to focus on recovery priorities.
- 4.8.** Partners have been able to be less risk averse by placing more trust in front-line staff and communities to go ahead and get things done. The availability of small pots of Scottish Government money has helped to facilitate this, avoiding drawn out complicated approval processes. Retaining this level of empowerment and ensuring groups that have worked well are sustained going forward will be key. Nevertheless, there may be governance implications that will have to be considered in terms of reporting and scrutiny and the role they played during the response and recovery stage.
- 4.9.** A Locality-based delivery model for services, using multidisciplinary teams, makes delivering emergency services easier and more efficient than using one central model. Teams which were locally based operated as one team, regardless of jurisdictions prior to the pandemic and frequently already had relationships and existing infrastructures in place. Given enough support and resource,

locality decision making can be done efficiently and effectively. Devolved decision making and resource at a locality level comes with political and cultural issues.

- 4.10. Locality-based, community led approaches worked well to deliver emergency services at the start of the pandemic and they will be crucial again in the recovery process. Grassroots activity has been essential, with communities responding much more quickly than the public sector. This is creating a platform for much greater emphasis on community led approaches in longer term Community planning.
- 4.11. There are challenges over how to manage the volume of volunteers coming forward, and how sustainable this will be. For example, many elderly volunteers have come forward however, there are concerns over whether they would be able to continue providing their help due to their own health and shielding. Similarly the number, and enthusiasm of, community groups coming forward for support was often more than the CPPs had capacity to support.
- 4.12. Issues exist around data and connectivity, as communities don't have equal access to the internet which has been a real challenge.
- 4.13. The multitude of funding streams available require co-ordination to ensure the funding goes to the areas which need it the most
- 4.14. There is a desire for greater consultation by Scottish Government with CPPs on future policy and guidance in relation to the pandemic and a view that CPPs are well placed to contribute to national decision-making. For example, differences that emerged between sets of guidance on reopening of certain industries could have been avoided if local partners had been consulted.
- 4.15. In terms of national guidance and requirements, there are challenges around capacity and proportionality for some areas, e.g. Island Councils and how this could be worked to make things fit within their context.

6. Where can the CPIB add value?

- a. Suggestions on where the CPIB could add value focussed on raising the profile of Community Planning at a national level, collating good practice examples and promoting awareness of the role of community planning in responding to the pandemic.

Mobilising communities

1. **Angus** - A lot of work with frontline staff has taken place, and the CPP wants to keep this level of empowerment and allow people to go ahead and get things done. Small pots of SG money available meaning people didn't have to go through massive processes. Many have taken a digital by default stance however, in Angus this has caused concern as through listening events local community people have expressed that they do not wish for this to become a permanent way of doing things. Many prefer face to face support and want this to be put back in place.
2. **Dumfries and Galloway** - Positive experience of working with the 3rd sector in Dumfries and Galloway. Over 2,000 volunteers have come forward during the pandemic. The Council, NHS and Third Sector have been successfully working together to make the best use of resources. Currently, around 3,000 food parcels are going out on a weekly basis and during the peak of the pandemic there were about 7,000 food parcels being delivered.
3. **Dundee** – Community led response supported by CP was effective, with the CPP key in helping identify gaps and build capacity. Faith in Community Dundee and TSI created an emergency food network with 23 different agencies providing emergency food. Using existing partnership contacts to coordinate and minimise duplication, they provided a quick, coherent local response. An information website was created by one group, with everyone's contributions.
4. **East Lothian**: Well over 1000 volunteers supporting shielding and vulnerable people.
5. **Falkirk** – CP will play an important role in recovery, with focus on grassroots and community engagement.
6. **Fife** - Found that place-based, community led approaches worked well to deliver emergency services at the start of the pandemic and that they will be crucial again in the recovery process. Helping Hand scheme for volunteers established in Fife. During the course of the pandemic Helping Hand has been inundated with requests from organisations, staff, volunteers and local people looking to help in their community. Although this has been great, a challenge with this has been coordinating offers and requests for help and also ensuring that all volunteers have something to do. In addition, Ready Scotland has also been rolled out which has meant that Helping Hand has had to make some changes and adapt. Helping Hand has been a success and the partnership wants to build on the momentum and sense of community connection.
7. **North Ayrshire** – Managed to set up Community Support Hub really quickly – went live on 23rd March. Partners are working together with volunteers and staff redeployed from elsewhere. Aligned to locality model already in place so had a community support hub in each locality. Also developed “Community Books” for each locality which are available on the Community Planning website. Not just COVID focussed, it gives people information on all the links to information they may need in a crisis such as GP, Money Advice, etc. Developed an online community hub through Facebook. Overwhelming number of responses to volunteering. Application was online and pulled together centrally. Ready now that if we go into another lockdown, volunteer roles have been established. Issues around data and connectivity. Communities don't have equal access to the internet which has been a real challenge.
8. **Perth & Kinross** – Communities responded much more quickly than the public sector and organised themselves to deliver food/prescriptions/check in on vulnerable people in a matter of days. 1000 volunteers registered and 70+ community organisations working with them. PKC led on support for those identified as shielding or otherwise vulnerable to try to complement local activities. They are now in the process of redrafting a Volunteering Strategy to try and capitalise on this level of interest and involvement. Of the 1000 registered: 302 happy to volunteer long term, 126 happy to be involved in a wellbeing helpline, 160 happy to help with ongoing food distribution, and 136 (with PVG) happy to help with prescription delivery. Greater ability for council and partners to be more proactive and less risk averse by placing more trust in communities. In recovery phase, resource will require a greater ask of partners and communities. Striving towards Trusted CP scheme. With emergency response powers enacted during lockdown, a community support webpage was created with information regarding funding, community groups, shielding, volunteering etc. A helpline and email was set up, staffed by people from community service.

9. **Renfrewshire** - Local interface engaged quickly with a volunteer data base set up. Extremely high number of volunteers have come forward and the hope is that the partnership engages with these people going forward. Many elderly volunteers have come forward however, concerns over whether they would be able to continue providing their help due to own health and shielding. In terms of empowerment, people have been able to just get on and do things, as they've been able to avoid the decision making channels they have been using so far. Want to ensure groups that have worked well are sustained going forward. Neighbourhood hubs have been set up and are responding to the needs of people. As this has been successful, partnership is now exploring ways that this can be rolled out and become business as usual.
10. **Scottish Borders** - The Resilient Communities Team supplied community volunteers with appropriate PPE for doing the jobs they were doing.
11. **Shetland Islands** – Fantastic community response. CPP role was really to support the communities to respond in the way that fitted their own locality. Large numbers of volunteers which was coordinated through Red Cross and Third Sector response. Issues around data and connectivity. Communities don't have equal access to the internet which has been a real challenge. Shetland Islands are **about** to begin a round of community conversations working with community organisations listening to their experiences and how they think these new ways of working can be sustained.
12. **South Ayrshire** - There was a huge response from community groups to the pandemic in South Ayrshire. Groups such as St Meddans, Symington Village, Troon Harbour Group, Newlife Prestwick, Ballantrae Support Group and Coylton Community Support, plus many other others, helped to deliver frontline services such as food parcels, medication and phone calls to vulnerable/isolated people.
13. **South Lanarkshire** – Extremely positive grassroots activity and CP working well with different groups (Community response network in place) and improved communication, e.g. central council COVID page created with partner information. Were inundated by requests from the community to volunteer. Volunteer work has been in partnership with community groups and this has helped to forge greater links between community groups and the council. This has led to significant change in how CP works, i.e. change in structure and how it operates by taking a bottom up approach. This reflects the importance of community engagement role in recovery, and a more community led process for CP going forward. Planning to create interim locality structure, taking bottom-up approach by working with COVID networks i.e. looking at food resilience. Identifying more sustainable ways to support high poverty areas in food crisis i.e. communities growing food.
14. **West Dunbartonshire** - The empowered Delivery & Improvement Groups have focused on supporting community organisations and citizens to build digital skills, use technology and increase engagement. The DIG has also been leading work on a volunteering strategy and a framework to support work on Dementia Friendly West Dunbartonshire.

Utilising and refocusing existing partnership infrastructure and relationships

1. **Aberdeen** – New partnerships have been formed. Oil companies have come forward and shown willingness to support and help. In October, an online event will take place with the business community in Aberdeen. A platform has been developed to give business a menu of options about how they might be able to support the partnership. This will help link businesses with longer term goals of the partnership e.g. apprenticeships, getting access to digital devices etc. and help create a new way of working. Aberdeen also developed a group for the council and HSCP to work together (not a part of the formal structure). Group has been meeting weekly to discuss resources for communities. This has been very helpful in terms of integrating resources around locality areas. There will be a review of locality planning structures, potential to integrate HSCP with CPP Aberdeen Locality group.
2. **Angus** - In the early weeks of the outbreak, Angus Council set up an emergency response team, HAART (Humanitarian Assistance Angus Response Team) to coordinate efforts between the council's community team and VAA (Voluntary Action Angus) to deliver support to the community, particularly those who were shielding, and/or vulnerable. This included food parcels, prescriptions etc. This approach was so successful that the CPP have now used it to inform how community planning and partnership working are taken forward in the future. The pandemic has been a catalyst for change, with structures which didn't work well before being removed and the board, executive and wider partnership are now all working together. The change in structures has been positive, with everyone working well together.

Interested in exploring the combining of structures further. A Task and Finish group has been formed to explore this. Group using a demand management model; with wrapping around of services based on listening events and survey feedback. In addition, the mapping of customer pathways has begun. The purpose of this will be to ensure everything is aligned. Also looking at utilising community councils and other existing groups to get message across about accessing services.

3. **Dumfries and Galloway** - Focus going forward will be on bringing together partner recovery plans and identifying areas where partners could join efforts. CPP board held a meeting in September to outline and agree on a recovery plan. A recovery group has been formed and 3rd sector D&G will be leading the group. Aim to have a multi-agency approach to ensure there is no duplication – this has been the biggest challenge. Respond using a multi-agency approach and record and share learning. Have taken a different approach to most CPPs when writing locality plans. Locality plans are not based on geographic areas but on a thematic approach. For example food sharing. This has been beneficial during the pandemic as community food providers already had relationships and an existing infrastructure in place. All food provision has been by 3rd sector, not the NHS or local authority.
4. **Dundee** - Made use of existing partnerships in order to facilitate the emergency response. Indeed, many members of the Emergency Management Team were also existing members of the CPP in Dundee, allowing a smooth transition to emergency planning mode. Pre-existing relationships meant trust already existed between partners and so work could get started a lot quicker. Communication between partners has improved with the ability to draw together cohesive responses. CP was important in helping identify gaps and build capacity. Dundee learnt that partnerships which were well embedded within their local communities were more easily able to respond and also had already earned the buy-in of the local community. Without these pre-existing relationships, the response would have been much slower/less effective. Due to restrictions brought in by Covid, plus the fact that many members of the CPP were also Emergency Management Team members, the CP Board have not been able to meet frequently and certainly weren't available at the start of the crisis. However, the thematic partnerships were able to get up and running almost immediately and were self-sufficient enough to do vital work without the direction of the board.
5. **East Lothian** – Overall great partnership work happening with the help of good relationships between council and partners at both strategic and operational level. This contributed to good partnership working at local level. Built good working relationships at strategic level in last few years with Police. Since the pandemic, held weekly council management meetings to get updates and discuss key issues such as new restrictions. These helped cement good cooperation both at strategic and operational level.
6. **Falkirk** – More aware of different groups and developed trust between groups. Some partner relationships have been significantly strengthened. Working better together than previously and more aware of each other's strengths than before.
7. **Fife** - Challenging times have shown CPP in action; despite not always following formal procedures. There are nine thematic partnerships in Fife; they are all being encouraged to think about the way they work and what their priorities will be going forward.
8. **Glasgow** - As the emergency phase of the pandemic gave way to the recovery phase, Glasgow set up a Social Recovery Taskforce to ensure that issues such as poverty and inequality were tackled as part of the Covid recovery in Glasgow. The Taskforce brings together representatives from community planning partners, third sector and voluntary organisations, to look at how the city can rebuild and recover socially from coronavirus. They will also work in partnership with the Economic Recovery Taskforce.
9. **Midlothian** - Working with partners such as the DWP, Edinburgh College and the Third Sector to improve employability in their area, with a specific focus on school leavers and those with barriers to employment. This focuses on large public-sector employers offering apprenticeships, training schemes and volunteering opportunities, whilst offering additional support to help others into employment in other organisations.
10. **North Ayrshire** – Specific thematic groups led on key work streams, for example around community support hubs. The Council's Community resources led on this, however, all partners did contribute and completely engaged in the response effort. Online Board meetings have worked well. Discussions have been more focussed, partners who wouldn't normally contribute as much face to face have been more involved, etc.

11. **Orkney Islands** - Initial response to the crisis has been primarily Council led. However, now that the focus is moving towards recovery, several resilience groups have been set up. CPP now working closer together with council groups, relationships strengthened over time however, there is still room for improvement in terms of better aligning the work of partners. Delivery groups are still working on their usual priorities however, prioritising work and having increased focus on what needs to be done immediately. The recovery phase has seen huge engagement from the business community. Businesses supported to set up their own steering group and report directly to the board.
12. **Perth & Kinross**: Move to locality-based delivery model for services using multidisciplinary teams i.e. the potential to shift to 5 localities and 5 hubs would make delivering food parcels easier and more efficient than using 1 central model. Locality decision making worked very well; Council funding to support investment and delivery of locality action plan used to support local groups responding to COVID related issues. Given enough support and resource, locality decision making can be done efficiently and effectively. Devolved decision making and resource at a locality level comes with political and cultural issues. The need to respond quickly due to COVID allowed for less risk averse behaviour of information sharing between partners than before. Partners have also been flexible and responsive in redeploying staff to support the emergency response. For example, within the council, when lockdown began, parking attendants were re-tasked to collect and deliver prescriptions, deliver food packages to the shielding & vulnerable, as well as deliver technology i.e. iPads (Connecting Scotland project). They have only recently gone back to their day jobs.
13. **Scottish Borders** - Looking at failings and where things haven't joined up but also looking at what has worked well will be key. During the pandemic, discovered people that were not receiving services prior to Covid-19 however, they are vulnerable groups and going forward this information needs to be captured as the CPP has a responsibility towards these people and ensuring that they are okay in the future. Challenge going forward is how to hold on to these people and ensure that they do not get lost along the way. Should this be local knowledge, stored in a database or picked up by community resilience teams? Even though the earlier response to the pandemic hasn't always gone through the CPPs, CPPs have a role in the resilience work. It is important to bring the right people to the table.
14. **Shetland Islands** – Specified partners were all heavily involved along with the TSI. The Resilience Partnership consists of the main CP partners so when Community Planning meetings were suspended the Resilience Partnership was still meeting most days. Management and Leadership Team (5 specified partners + public health) met regularly which was very focussed and provided leadership which has helped partnership working and resilience planning. Care for People Team had brought together people from across organisations in a way that had maybe been a gap before. Reflecting on whether there is a longer-term role as an executive group that can be linked to partnership planning. A project called “Anchor” which provides support to vulnerable households has been vital in providing support to those who were vulnerable or shielding in this crisis.
15. **South Lanarkshire** - Information sharing has been effective due to existing relationships, however, there have been some constraints caused by GDPR where organisations would have wanted to share more information.
16. **West Dunbartonshire** - There are five Delivery & Improvement Groups (DIGs) that operate within West Dunbartonshire; the flourishing DIG, the independent DIG, the nurtured DIG, the empowered DIG and the safe DIG. In normal times, the DIGs report back to Community Planning West Dunbartonshire, however as a result of the pandemic there have been no meetings of the CPWD for several months, but that hasn't stopped the DIGs from assisting both the emergency response and recovery. The various DIGs have worked with local partners to improve employability, support frail and vulnerable people, provide additional support to those experiencing abuse, and community justice.
17. **West Lothian** - Similarly to other areas, the immediate response to the pandemic has been council led. West Lothian CPP has not yet met formally but a plan is in place to meet at the end of September 2020. Having said this, some partners have had ongoing discussions since the start of Covid-19 about regeneration, anti-poverty, partnerships with the 3rd sector, mental health etc. Conversations have organically grown over time. The formal CPP meeting scheduled for the end of September will focus on determining what the role of CPP will be going forward. Acceptance that the CPP will most like have to implement changes in terms of how it operates in the future.

Utilising the knowledge and expertise of the TSI

1. **Angus** - Demand for local TSI was so high that the council were looking into extra support for call handlers.
2. **Falkirk** – Very good relationship established with local TSI. Pandemic response set up by council with help of TSI. Started by doing some of same work i.e. directory of community groups, but then took up joint approach. Partnership work happened naturally, with help of grassroots.
3. **South Lanarkshire** - Worked closely with TSI to mobilise communities, to provide support to food banks. Were inundated by requests from the community to volunteer. The council's Community Engagement Team worked with VASLan (Third Sector Interface) to coordinate all the requests to ensure they were targeted to help those most in need. In total, 1,587 volunteers helped to deliver food parcels, collection and delivery of prescriptions and carried out friendly phone calls. This work has also been in partnership with community groups and this has helped to forge greater links between community groups and the council. Despite not having locality plan/structures in place before, they supported communities in locality areas. The Scottish Fire and Rescue Service supported urban areas with prescription deliveries. Groups have been knitted together so they can come as a single response in local area. Created virtual communication structure to share information with partners. The delivery officers group held fortnightly meetings, which helped share what other partners were doing. This helped strengthen existing networks and relationships with the TSI, resulting in better relationships and avoided duplicate work.

Co-ordination and connecting local and national responses

1. **Angus** - Need for better coordination of groups. As lots of new groups have been formed local people often get confused about who they should receive support from. For example, in some cases local people can receive up to three or four different food packs from different groups. Funding streams should be coordinated.
2. **Dumfries and Galloway** - External funding should be monitored to ensure everyone receives an equal share, there is no duplication in effort and that communities most in need receive the support required. It is important for national policy makers / funders to connect with local partners. Recognition that partners are not always well connected within their own sectors but when partners work collectively communities generally have a good relationship with one of the partners and this is what D&G have built upon.
3. **Glasgow** - New groups do not always have the right capacity/knowledge. Similar issues encountered in other areas where people are getting multiple knocks on their doors offering help. Everything needs to be tied to local evidence and needs. Call for a reset in relationship with the Scottish Government and closer working together.
4. **North Ayrshire** – One of the main roles of the Community Planning Team was signposting to relevant information. This was done through the Community Planning website with links to COVID support. Also published North Ayrshire wide daily briefings and if the information was available, they would also provide daily locality updates.
5. **North Lanarkshire**- There should be better coordination of funds and a better grasp of what money is coming in and when. This should be built into the recovery plan – what's coming in and how communities are supported. Guidance and support should be provided to newly formed groups which are doing a good job at supporting communities but often struggle to understand procedures, language, governance etc. Community support should be looked at in a rounded way.
6. **Renfrewshire** - Work carried out to identify which groups should receive funding. There are different funding streams available and it is important to coordinate partners' approaches and ensure that the funding goes to the areas which need it the most.
7. **Scottish Borders** - Various funding streams available at the moment. Focus required on keeping track of where money has come from and what the funding will be used for to ensure groups aren't duplicating any work. Optimum position would be to join up efforts and maximise funding.
8. **Shetland Islands** – A key role was around the communication of information. Challenge around the national direction and how it fitted into the Shetland context in terms of capacity and proportionality.

Refreshing/resetting existing LOIPs

1. **Aberdeen** - A short life working group has been formed to lead on the Socio Economic Rescue Plan which was published in July 2020. While the plan is an immediate and dynamic response to the impact of Covid-19, it will inform the scheduled refresh of the LOIP in 2021. The plan aligns to the LOIP strategic themes of Economy, People and Place. Partners have been asked to prioritise their work around the Socio Economic Rescue Plan to ensure activity across the partnership is coordinated. A [Route Map](#) for the refreshed LOIP has been published. In 2021, workshops will take place across the partnership and community to see the impact of the current situation on the LOIP and its priorities. Although priorities will likely remain the same, the workshops will give a better understanding of the data and highlight whether priorities remain valid for the future.
2. **Angus** - The Angus Community Plan will not be refreshed as the priorities within it are still relevant. For example, a priority within the plan is around improving mental health
3. **Dundee** - Plan to review and update current outcomes, progress and targets.
4. **East Lothian** - The CPP taking lead in terms of economic recovery: drive economic development strategy, working with local communities, businesses etc.
5. **Falkirk** – Current LOIP requires review with plan to revise for January 2021. The board have asked to incorporate feedback from community groups, lessons learned and recovery. This is a challenging deadline given lost time for community engagement.
6. **Fife** – CPP was due to review progress on their LOIP in the coming year but in light of the Covid pandemic they have decided to pause that work and instead focus on five priority areas in the short term; tackling poverty and food insecurity; building community wealth through local economic development; promoting digital working and inclusion; supporting mental health and wellbeing; and addressing the climate emergency. The plan is to combine this with the refresh of the Council Recovery Plan. Aiming to adopt a ‘sprint approach’ where actions happens quickly and learning and experiences feed into the refreshed plan. 12 ambitions in the plan for Fife won’t change however, some will be updated to reflect the learning and experiences from pandemic.
7. **Glasgow** - The Social Recovery Taskforce formed, enabled by the Community Planning Strategic Partnership as part of the council’s renewal and recovery programme, brings together representatives from community planning partners, third sector and voluntary organisations, to look at how the city can rebuild and recover socially from coronavirus. They will also work in Partnership with Economic Recovery Taskforce. The work of the group will be used as a vehicle for a refresh on the LOIP and it is anticipated that the workplan of the Social Recovery Taskforce will in turn become the new Community Plan (Glasgow’s equivalent of a LOIP).
8. **North Ayrshire** – LOIP is still considered fit for purpose. Comprehensive in terms of supporting local communities. Looking at refreshing “Fair for All” strategy which is focused on reducing inequalities and resetting Locality Partnerships.
9. **Perth & Kinross** – Creating new overarching ‘Perth & Kinross offer’ with a series of programmes of delivery under the five Es (Equalities, Empowerment, Education, Economy, Environment). This includes new focused LOIP to be developed by CPP. Key areas include locality working, improving how communities participate in decision making, mental wellbeing and resilience, climate change, poverty, employability and digital participation.
10. **Renfrewshire** - Currently looking at a recovery plan which will be based around social and economic recovery.
11. **South Lanarkshire** – Plan to review and update LOIP for reporting year. This will be updated with any COVID partnerships work and themes from individual partner feedback i.e. volunteering. Plan for full review in the long-term. Some themes include: Planning with communities, digital connectivity, mental and physical health.
12. **Shetland Islands** – Looked at LOIP and feel that the priorities are right for the longer term. Will do impact analysis on targets and data sets to see the likely impact of COVID.



Community Planning Aberdeen

Progress Report	Integration of Locality Planning and Community Empowerment Models for Community Planning Aberdeen and Aberdeen City Health & Social Care Partnership
Lead Officer	Derek McGowan, Chief Officer Early Intervention & Community Empowerment Sandra McLeod, Chief Officer Aberdeen City Health & Social Care Partnership
Report Author	Michelle Cochlan, Community Planning Manager
Date of Report	24 November 2020
Governance Group	CPA Board – 3 December 2020

Purpose of the Report
<p>This report sets out proposals for the integration of two locality planning models currently in place for Community Planning Aberdeen and Aberdeen Health and Social Care Partnership. Both models were established in response to legislation, namely the Public Bodies (Joint Working) (Scotland) Act 2014 and the Community Empowerment (Scotland) Act 2015. Following a review of locality planning conducted by staff from Aberdeen City Council and Aberdeen City Health and Social Care Partnership, it is proposed that there are significant benefits to be gained from a more integrated approach to locality planning for communities, partners and staff across the Community Planning Partnership. This paper presents recommendations for improvement following consultation with a broad range of partner staff and community members currently involved in locality planning groups.</p>

Summary of Key Information
<p>1 BACKGROUND</p> <p>1.1 Aberdeen Together is the name of a group of officers from Aberdeen City Council and Aberdeen City Health and Social Care Partnership which formed in March 2020 to help ensure a coordinated response to the Covid 19 Pandemic in the care for individuals, families, friends and communities across Aberdeen. The Covid19 Response Plan sets out the work of the group during March to May 2020, which includes a range of activities to ensure vulnerable people in Aberdeen were identified and had access to the practical and emotional support they needed during this time. This did not include the immediate lifesaving activities well provided for by emergency services.</p> <p>1.2 Partnership working between ACC and ACHSCP has been strengthened and expanded through the work of Aberdeen Together and it was agreed that the group had a remit beyond the initial response to the pandemic to progress shared priorities for longer term transformation.</p>

1.3 The Aberdeen Together Plan has been reset to pursue a more integrated approach between ACC and ACHSCP across four transformation workstreams:

1. Data Analytics	How we predict harm and need to support early intervention and prevention
2. Shared Delivery Model	How we work together across organisational boundaries to delivery effective services and achieve best value
3. Locality Planning and Community Empowerment	How we work with and empower communities in the planning and delivery of interventions required at a locality level to improve short to medium and longer term outcomes
4. Anti-poverty	How we ensure a balance of initiatives which have an immediate impact on residents living in poverty and activities which will improve the life outcomes of residents in poverty in the longer term

1.4 This paper is the output to date of workstream three – Locality Planning and Community Empowerment. Locality Planning is the term used to describe community planning partners working within a locality or neighbourhood to improve outcomes. It is often easiest for community groups to participate in community planning at locality or neighbourhood level, where it can have most relevance to their lives and circumstances.

1.5 There are a number of pieces of legislation which require a localities approach, providing guidance on what localities are for, the principles upon which they should be established and ethos under which they should operate. However, the two main Acts which set out specific duties for Locality Planning by Community Planning Partners are the Public Bodies (Joint Working) (Scotland) Act 2014 and the Community Empowerment (Scotland) Act 2015. See Table 1 below for summary of duties.

1.6 Over the course of the last four years, it has become apparent that there is significant overlap and duplication of effort and resource between the two locality planning models for the Aberdeen City Health and Social Care Partnership and Community Planning Partnership which have evolved in response to the legislation. Therefore, a review of the two models has been conducted to identify recommendations for improvement.

1.7 The findings of stakeholder engagement (through Customer Journey and Customer Empathy Mapping) undertaken to help inform the review, indicated that those involved felt confused about current arrangements for Locality Planning, the roles of the different groups involved, and their alignment with each other. (See Appendix 4 for full list of ‘Problem Statements’ developed). A benchmarking exercise conducted with other Community Planning Partnerships confirmed that they experience the same issues with confusion and duplication and share our aspirations to join up more on locality planning, although we are one of the first CPPs attempting to do so – See Appendix 8.

Table 1	Public Bodies (Joint Working) (S) Act 2014	Community Empowerment (Scotland) Act 2015
Who is the legislation for?	Health and Social Care Integrated Joint Boards	Community Planning Partners specified within the statute, including the local Council and Health and Social Care Integrated Joint Boards
When did it come into force?	2014	2015
Purpose of the legislation	The Act puts in place the legislative framework to integrate health and social care services in Scotland.	The Act formalises Community Planning Partnerships, requiring that they exist in every Scottish local authority area.
What does it say about Localities and Locality Plans	The Act states that the IJB should establish at least two localities within its area. Statutory guidance requires each locality to have a plan.	The Act states that the CPP should identify localities within its area where people experience significantly poorer outcomes as a result of socio-economic disadvantage. For each of these areas, the Act states the CPP must publish a locality plan.
Arrangements we have put in place locally to meet the requirements of the Act?	<ul style="list-style-type: none"> • 3 localities identified: North, South, Central • Locality Empowerment Group for each currently being established • Aim to achieve 100% community membership, except for public health coordinator role • LEGs report to the IJB via the Strategic Planning Group 	<ul style="list-style-type: none"> • 3 localities identified: Northfield, Mastrick, Middlefield, Heathryfold and Cummings Park; Torry; Tillydrone, Woodside, Seaton • Locality Partnerships in place for each • Membership comprises 50% community members, including local councillors, and 50% professionals • LPs report to the CPA Board via the Management Group

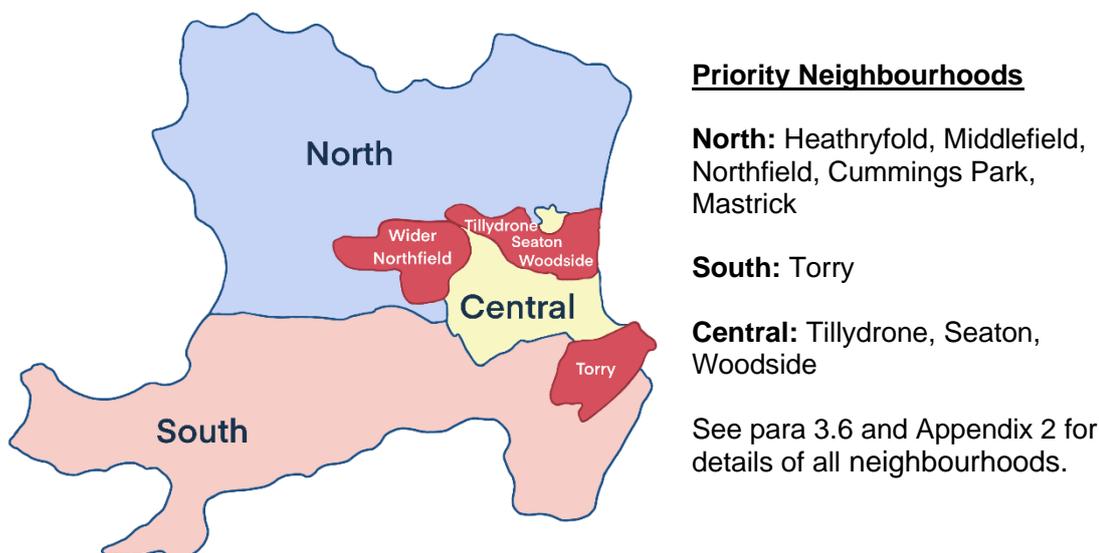
1.8 Aberdeen City Voice responses in 2020 showed that 55.8% of respondents would like to be involved in decisions that affect their community but 48.7% of these respondents said they didn't know how.

1.9 The recommendations contained in this paper are intended to provide the foundation for a simplified landscape for staff and communities. They should also enable a more efficient and effective way of working together and with communities to improve outcomes for Aberdeen.

1.10 Approval of these recommendations will lead to a second phase review of how the new integrated model connects with the wider network of community groups and community councils across Aberdeen and supports a strengthened approach to community empowerment and engagement. See Appendix 1 for scope.

2 SHARED LOCALITIES AND PRIORITY NEIGHBOURHOODS

2.1 One of the issues that the review has identified is that staff across the Community Planning Partnership and people in communities are often confused about the common use of the term localities, which has different meanings for the Aberdeen City Health and Social Care Partnership and Community Planning Aberdeen. To help differentiate between the two, they are often described as ACHSCP Localities and CPA or Priority Localities. However, this can still be confusing, especially to members of the public who may not be familiar with the CPP and ACHSCP criteria for localities. It also wrongly signals that these different types of 'localities' are distinct from each other, when they are in fact interconnected. It is proposed that from now, Community Planning Aberdeen and all partners, including ACC and ACHSCP shall know Localities to mean the three broad areas of the City: North, South and Central; and Priority Neighbourhoods to mean those areas within the North, South and Central Localities which experience poorer outcomes as a result of their socio-economic status.



2.2 There are four other areas which, based on the latest data available from the Scottish Index of Multiple Deprivation (SIMD), might be considered a priority neighbourhood, or at least at risk of this. These are Kincorth, George Street, Ashgrove and Stockethill which all have at least one data zone in the 20% most deprived and at least half of their other datazones in the 40% most deprived.

2.3 It is proposed that in recognising these neighbourhoods as areas which also experience poorer outcomes than the rest of Aberdeen as a result of their socio-economic status, we can be more targeted in our early intervention and prevention work. This will ensure that these communities also benefit from some of the improvement being experienced in our current priority neighbourhoods as a result of Locality Planning. Support and interventions would be proportionate to the needs of these neighbourhoods and the needs of the wider Locality.

2.4 There are a further four neighbourhoods which, although they do not have a datazone in the 20% most deprived, do have at least half of their datazones in the 40% most deprived and may also benefit from a targeted approach. These are:

- Garthdee - 4 out of 6 datazones in most deprived 40%
- Old Aberdeen - 2 out of 3 datazones in most deprived 40%
- Sheddocksley - 4 out of 5 datazones in most deprived 40%
- Summerhill - 3 out of 5 datazones in most deprived 40%

3 SHARED LOCALITY PLANS

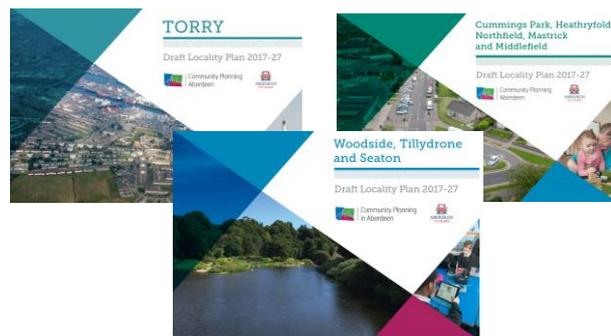
3.1 Having agreed our shared Localities and Priority Neighbourhoods, our attention turns to the requirement of both the Public Bodies (Joint Working) (Scotland) Act 2014 and Community Empowerment (Scotland) Act 2015 to have a plan in place to improve outcomes for each of these geographical areas.

3.2 At the moment there are two separate types of Locality Plan in place: Community Planning Aberdeen Locality Plans and Aberdeen City Health and Social Care Partnership Locality Plans. Both aim to improve outcomes for the local area. Whilst the ACHSCP plans cover the whole of Aberdeen, they focus on health and social care issues only. CPA Locality Plans cover our most deprived areas of Aberdeen, but they cover the broader range of outcomes identified within the city wide LOIP.

HSCP Locality Plans cover the whole of the City for LOIP Stretch Outcome 11: Healthy Life Expectancy



CPA Locality Plans cover our priority neighbourhoods for ALL LOIP Stretch Outcome 1-15



3.3 The outcomes of poor health and wellbeing are inextricably linked to the wider determinants of public health that the Community Planning Partnership is seeking to improve through its stretch outcomes 1-15. Therefore, it is proposed that plans to improve health at a locality level would be strengthened if they were set in the broader context of the locality. Both sets of Locality Plans aim to achieve improvement in the local area in conjunction with communities; and both plans are due to be refreshed.

- 3.4 There is an opportunity to bring the two types of plan together to provide a single Locality Plan for the area. The Locality Plan will specify the targeted work to be carried out in priority neighbourhoods, and indeed at risk neighbourhoods or other priority communities of interest, e.g. communities vulnerable to flooding, communities which need support implementing a new idea, or community members that need a bit more support - such as care experienced children and young people, people with disabilities, and minority groups. The plan will provide a holistic view of the area to help direct resources to the people and communities in greatest need; with an option to separate out the priority neighbourhood plan for the target audience. This alignment approach gives the CPP the scope to consider locality planning beyond the deprived areas.
- 3.5 The locality plans do not stand alone. They underpin the Aberdeen City Local Outcome Improvement Plan and Aberdeen City Health and Social Care Strategy, as well as other Partner strategies. They bridge the gap between the high level strategic direction of the Partnership and the aspirations and priorities of the people, communities and groups living and working in the area.

Aberdeen City Local Outcome Improvement Plan



Sets out 15 Stretch Outcomes for Partners to achieve working together and with communities

Community Planning Partner Corporate Plans



Shared Locality Plans

North Locality Plan

Priority Neighbourhood Plans: Northfield etc

South Locality Plan

Priority Neighbourhood Plans: Torry

Central Locality Plan

Priority Neighbourhood Plans: Woodside, Seaton, Tillydrone

3.6 Communities may also wish to come together as a group in their local areas to prepare their own neighbourhood plans with their own locally identified priorities and actions for improvement. Support for communities to do neighbourhood planning will be explored further in phase two of the review of locality planning, see section 6 of this report. See below list of all Aberdeen Neighbourhoods.

North	South	Central
1 Dyce	1 Culter	1 <u>Tillydrone</u>
2 Danestone	2 Cults, Bieldside & Milltimber	2 Old Aberdeen
3 Oldmachar	3 Hazlehead	3 <u>Seaton</u>
4 Denmore	4 Braeside, Mannofield, Broomhill & Seafield	4 <u>Woodside</u>
5 Balgownie & Donmouth	5 Garthdee	5 Hilton
6 Bucksburn	6 Ferryhill	6 <u>Stockethill</u>
7 <u>Heathryfold</u>	7 <u>Kincorth</u> , Leggart & Nigg	7 <u>Ashgrove</u>
8 <u>Middlefield</u>	8 <u>Torry</u>	8 <u>George Street</u>
9 Kingswells	9 Cove	9 Froghall, Powis & Sunnybank
10 <u>Northfield</u>		10 Midsocket
11 <u>Cummings Park</u>		11 Rosemount
12 Sheddocksley		12 City Centre
13 <u>Mastrick</u>		13 Hanover
14 Summerhill		14 West End

Note: **Priority neighbourhoods**
Proposed priority neighbourhoods (see para 2.2.)

4 SHARED LOCALITY EMPOWERMENT GROUPS

- 4.1 The Community Empowerment (Scotland) Act 2015 states that in preparing Locality Plans, Community Planning Partnerships should ‘take into account the needs and circumstances of the people residing in the locality and consult as it considers appropriate’. It does not prescribe how this consultation takes place and neither does the Public Bodies (Joint Working) (Scotland) Act 2014.
- 4.2 Our aspirations for community involvement in Locality Planning go well beyond consultation and reach for empowerment, engagement and participation. We have seen how locality-based, community led approaches have worked well to deliver emergency services during the Covid-19 pandemic and they will be crucial again in the recovery process. This has created a precedent for much greater emphasis on community led approaches in longer term community and locality planning.
- 4.3 In recognition of this shift, the Scottish Government have established a Social Renewal Advisory Board (SRAB) with the aim of capitalising on the new level of community empowerment. It will report to the Scottish Government later this year with proposals on how this can be sustained and three Social Listening events have been held in Aberdeen to gather ideas from local people.

4.4 This newly established route for engaging on equality and social justice is complementary to the Community Planning Partnership’s existing mechanisms to support community engagement, participation and empowerment. These are primarily the Aberdeen City Health and Social Care Partnership’s Locality Empowerment Groups and Community Planning Aberdeen’s Locality Partnerships.

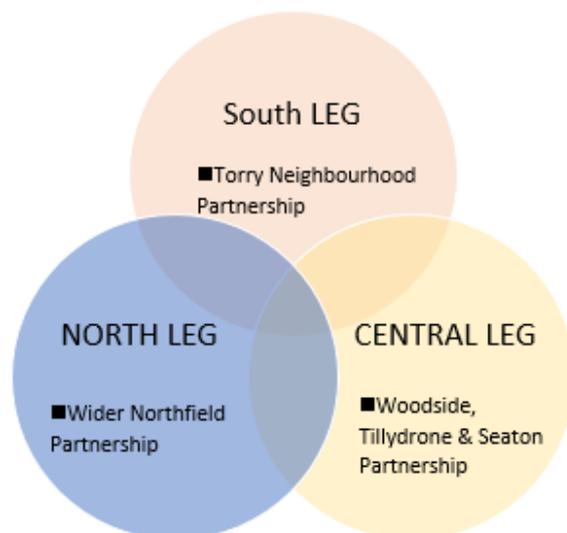
Group	Area Covered	Issues Covered
Locality Empowerment Groups	North, South, Central	Health outcomes
Locality Partnerships	Priority Neighbourhoods	ALL LOIP Stretch Outcomes and local priorities

4.5 It is proposed that these groups continue, going forward with the following changes:

- Locality Empowerment Groups will now cover all 15 Stretch Outcomes prioritised in the LOIP under the themes of People, Place and Economy
- Locality Partnerships will now be known as Priority Neighbourhood Partnerships

4.6 It is expected that these changes will be favourable with communities, based on feedback from staff involved in the review that work with these communities and from the consultation exercise conducted with broader staff and communities during November (See Appendix 7). It is worth noting that the Locality Empowerment Groups were newly formed by ACHSCP this year and due to Covid-19 are still in their infancy which allows us to work with communities to shape the direction they go in. They replace the four Locality Leadership Groups established by ACHSCP in 2017.

4.7 The Priority Neighbourhood Partnerships (formerly named Locality Partnerships) are more established, having continued to meet since 2017. It is proposed that they will continue, to provide additional support to the people and communities residing in these areas to engage with Locality Planning.



The Community Engagement Group will oversee the transition to the new locality planning arrangements, supporting collaboration between the LEGs, Outcome Improvement Groups and wider community groups on shared priorities

- 4.8 The link between the Locality Empowerment Groups and the Priority Neighbourhood Partnerships should be nurtured to be a strong one. Collaboration between professionals and community members will be essential to ensure these two groups complement each other, with the Locality Empowerment Group taking an overview of broad issues across the locality area and neighbourhood partnerships focussing on the local area that they cover. It is intended that the groups will be mutually supportive, with the LEGs being able to get involved in a number of cross cutting issues for the area and PNPs taking a lead on tackling the issues unique to their neighbourhood. Clarity and transparency will be key to ensuring that there is no duplication between the groups and indeed the work of the CPA Outcome Improvement Groups. See Appendix 5 for draft role and remits and Appendix 6 for overall structure.
- 4.9 It is proposed that the Community Planning Partnership's Community Engagement Group will continue to provide strategic oversight of community engagement across the Partnership through the Locality Empowerment Groups and Neighbourhood Partnerships as well as any other routes. The group was first established in 2016 to help support the Partnership's Outcome Improvement Groups to involve and engage communities in their improvement work. The group has an ongoing remit to support the LEGs and NPs and will oversee the transition to an integrated locality planning model, as well as continue to have responsibility for the CLD Strategy and City Voice. See Appendix 5 for role and remit. The CPA Management Group has appointed the Community Planning Manager as Chair, with continued support from the Chair of the Civic Forum as Vice Chair. The group has a pivotal role in ensuring the new integrated Locality Planning Model is effective in engaging and empowering communities across Aberdeen.
- 4.10 Throughout this review many ideas have been gathered on how we can improve community engagement and enlist people to get involved in our improvement work via the LEGs, NPs and the many other community groups and networks which already exist. There is a recognition that not everyone is willing/able to participate in a 'formal' group setting, that there is a need to engage more widely with those who wouldn't normally get involved, and different 'communities of interest, and that there is a desire to harness the benefits of digital opportunities in order to progress this. This was also highlighted by members of the LEGs in research done to inform the development of these Groups.
- 4.11 See below just some of the ideas captured which might be tested to improve in key areas. Many more will be possible and it is proposed that the Community Engagement Group works with the LEGs and NPs to explore and test these and any other ideas in establishing the new joint arrangements.

Problem Areas			
Ideas for testing	Awareness/ Understanding	Perception of Impact	Accessibility
	Joint Communication s Plan	Clear, planned programme of work	Community Platforms/ digital forums to support virtual engagement
	Targeted social media	Communication on how work contributes to wider partnership	Chatbot to capture feedback from any partner website
	Locality Champions/ Network	Self assessment to consider effectiveness	
	Locality News Channel		

5 SHARED LEADERSHIP AND PARTNERSHIP WORKING

5.1 Approval of the proposals within this report will allow us to maximise the opportunity for collaborative working across the Community Planning Partnership and with communities. The Community Engagement Group, chaired by the Community Planning Manager will oversee the transition to the new arrangements and support the collaboration between the LEGs, Outcome Improvement Groups and wider community groups on shared priorities.

5.2 The table below confirms the Partnership staff currently responsible for locality planning who, going forward, will have a co-lead role in coordinating locality planning across the three City Localities.

North	South	Central
Locality Inclusion Manager, ACC	Locality Inclusion Manager, ACC	Locality Inclusion Manager, ACC
Public Health Coordinator, ACHSCP	Public Health Coordinator, ACHSCP	Public Health Coordinator, ACHSCP

5.3 Working with the Chair of the Community Engagement Group, the Locality Planning co-leads for North, South and Central will develop the 'how' we work together in partnership with staff and communities to deliver the roles and remits in Appendix 5. The more we embody the following values, the more successful we expect to be in joining with partners and communities to improve outcomes at a City wide and locality level:

- **Collaborative**: working together with communities and partners to improve outcomes
- **Innovative**: creating shared solutions, testing and learning from our mistakes and successes
- **Excellence**: making a difference and improving outcomes for people and communities
- **Respectful**: valuing every contribution – individuals, professionals, community groups, people with lived experience, organisations
- **Integrity**: doing the right thing the right way, informed by evidence and data

5.4 It is intended that the LEGs will help strengthen and coordinate collaborative working between individuals, professionals, community groups, people with lived experience, partner organisations and the Community Planning Partnership as a whole.

5.5 The proposals within this report have been informed by feedback from communities. This includes feedback gathered during the process of developing the ACHSCP Locality Empowerment Groups, during which workshops were held with members of the Locality Leadership Groups (LLGs) to learn what worked well and what could have been better. Also, the insights of staff working with communities to facilitate the LEGs and Locality Partnerships have also helped shape thinking on these proposals. A formal consultation was launched in November with wider community planning partnership staff and communities involved in the LEGs and Locality Partnerships. Stakeholders were invited to attend a choice of online consultation sessions and/ or complete an online survey. A community friendly consultation document was produced to support staff and communities to participate in the consultation process. See Appendix 7 for summary of feedback.

6 PHASE TWO: WORKING WITH COMMUNITIES

6.1 The proposals within this report provide a solid foundation for greater collaboration with communities. A second phase of this review will seek to explore how the integrated Locality Planning Model connects and complements the work of wider partnership forums, community groups, networks and community councils. See scoping diagram in Appendix 1.

6.2 It will also consider how we can use this infrastructure to empower communities to expand the neighbourhood planning approach we have in place for our priority neighbourhoods. This will involve reaching out and working with established community councils and civic groups to get their input and ideas and explore what support is needed. For example, feedback from the consultation process has indicated that a toolkit for communities providing guidance on how to go about developing their own neighbourhood plan would be a useful resource. This would bring together a number of community toolkits already in existence, e.g. [Community Resilience Plan Toolkit](#) and [Draft Local Place Plan Toolkit](#) to support communities in the production on of a single multifaceted neighbourhood plan.

6.3 Working with communities to develop this toolkit, which enables them to deliver on concerns in their community and with partners, will also identify and develop the capacity building support required to enable communities to create and maintain their own neighbourhood plans. The Community Learning Strategy, which includes details of how the Council and partners deliver capacity building for community empowerment, is due to be refreshed in September 2021. It is intended that CLD Strategy make reference to this work, specifying the capacity building support required from partners to empower communities to own, develop, deliver and maintain their own neighbourhood plan.

7 NEXT STEPS

7.1 The table below includes the key milestones and indicative timescales for the implementation of the recommendations made within this report.

Key Milestone	Timescale
Draft Report and recommendations considered by CPA Management Group	29 October
Complete review of shared resources to support delivery of the new integrated model	Completed
Online consultation events for Community Planning Partners	Completed
Online consultation event with HSCP Locality Empowerment Group members	Completed
Consultation with CPA Locality Partnerships	Completed
ACC Transformation Board	24 Nov 20
ACHSCP Integration Joint Board	1 Dec 20
Final Report and recommendations approved by CPA Board	3 Dec 20
First meetings of the new integrated LEGs held by end January	Jan 21
Development of Locality Plans to align with development of refreshed LOIP	July 21
Revised CPA Improvement Programme to reflect totality of improvement projects taking place across the Partnership	Sep 21
Revised CLD Plan	Sep 21
Commence Phase 2 review of connection with new integrated Locality Planning Model and partnership forums, community groups and community councils	Oct 21

Recommendations for Action

It is recommended that members of the CPA Board agree to the following recommendations:

Shared Localities and Priority Neighbourhood

- i) the term Localities will be used by Community Planning Aberdeen and all partners to mean the three broad areas of the City: North, South and Central;
- ii) the term Priority Neighbourhoods will mean those areas within the North, South and Central Localities which experience poorer outcomes as a result of their socio-economic status;
- iii) George Street, Ashgrove, Stockethill and Kincorth will be considered Priority Neighbourhoods based on analysis of SIMD data;

Shared Locality Plans

- iv) the introduction of three Integrated Locality Plans for North, South and Central Localities;
- v) within these Locality Plans there will be included a focus on our Priority Neighbourhoods; with an option to separate out these plans for the Priority Neighbourhood audience;

Shared Locality Empowerment Groups

- vi) the scope of Locality Empowerment Groups will expand to cover not only health outcomes, but all LOIP Stretch Outcomes;
- vii) Locality Partnerships will now be known as Priority Neighbourhood Partnerships and these will continue to be supported by Partnership staff;
- viii) the CPA Community Engagement Group will continue to provide strategic oversight and seek to improve community engagement and empowerment across the Partnership, including overseeing the transition to the new shared Locality Empowerment Groups;
- ix) the Community Planning Aberdeen constitution is updated to reflect the core roles and remits of the groups included in Appendix 5;

Next steps

- x) Preparation of a shared communications plan to inform communities about the new arrangements and engagement them in the implementation phase, subject to the agreement of the CPA Board;
- xi) Note intentions to initiate a second phase review of locality planning which will look in depth at the network of community groups in Aberdeen and how we connect with these going forward to expand neighbourhood planning.

Consultation

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

Members of existing Locality Empowerment Groups and Locality Partnerships

Members of CPA Management Group

Members of the Review Team:

- Gail Woodcock, Interim Managing Director, Bon Accord Care
- Val Vertigans, Community Justice Officer, ACC
- Allison Swanson, Improvement Programme Manager, ACC
- Alison McLeod, Lead Strategy Performance Manager, ACHSCP
- Neil Carnegie, Area Manager, ACC
- Paul Tytler, Locality Inclusion Manager, ACC
- Martin Smith, Locality Inclusion Manager, ACC
- Colin Wright, Locality Inclusion Manager, ACC
- Linda Clark, Team Leader, ACC
- Elaine McConnachie, Public Health Coordinator, ACHSCP
- Shamini Omnes, Public Health Coordinator, ACHSCP
- Anna Gale, Public Health Coordinator, ACHSCP
- Claire McArthur, Team Leader, Masterplanning, Design & Conservation - ACC

Members of Aberdeen Together:

- Andy MacDonald, Director, Customer - ACC
- Sandra McLeod, Chief Officer - ACHSCP
- Graeme Simpson, Chief Officer, Integrated Children & Family Services - ACC
- Martin Murchie, Chief Officer, Data and Insights - ACC
- Jacqui McKenzie, Chief Officer, Customer Experience - ACC
- Derek McGowan, Chief Officer, Early Intervention & Community Empowerment, ACC
- Fiona Clark, Service Manager

Background Papers

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

[Locality Planning Aberdeen Report – CPA Board, 20 June 2016](#)

[Locality Model – IJB, 26 March 2019](#)

Contact details:

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Aberdeen City Council
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Email: mcochlan@aberdeencity.gov.uk

APPENDIX 1 TERMS OF REFERENCE

REVIEW OF LOCALITY PLANNING

1. AIM & OBJECTIVES

1.1 The aim of the review is to consider the effectiveness of the relationship between CPP's current locality planning structures to identify recommendations for improvement.

1.2 Objectives:

- Examine the CPP's current arrangements for locality planning, including Partnership Forums
- Understand the relationship/ connections between community groups
- Examine the resources required
- Identify and spread best practice
- Design a model which supports co-production and community empowerment
- Propose options for improvement to how we plan, coordinate and deliver locality planning in a way which meets the needs of both the CPP and customers and citizens;

2. SCOPE

2.1 Phase 1 of this review will examine the structures and arrangements which have been put in place by Aberdeen City Council and Aberdeen City Health and Social Care Partnership for locality planning and how these connect each other.

2.2 Phase 2 of this review will examine how proposals at phase 1 connect with wider partnership forums, community groups and community councils.

See diagram overleaf:

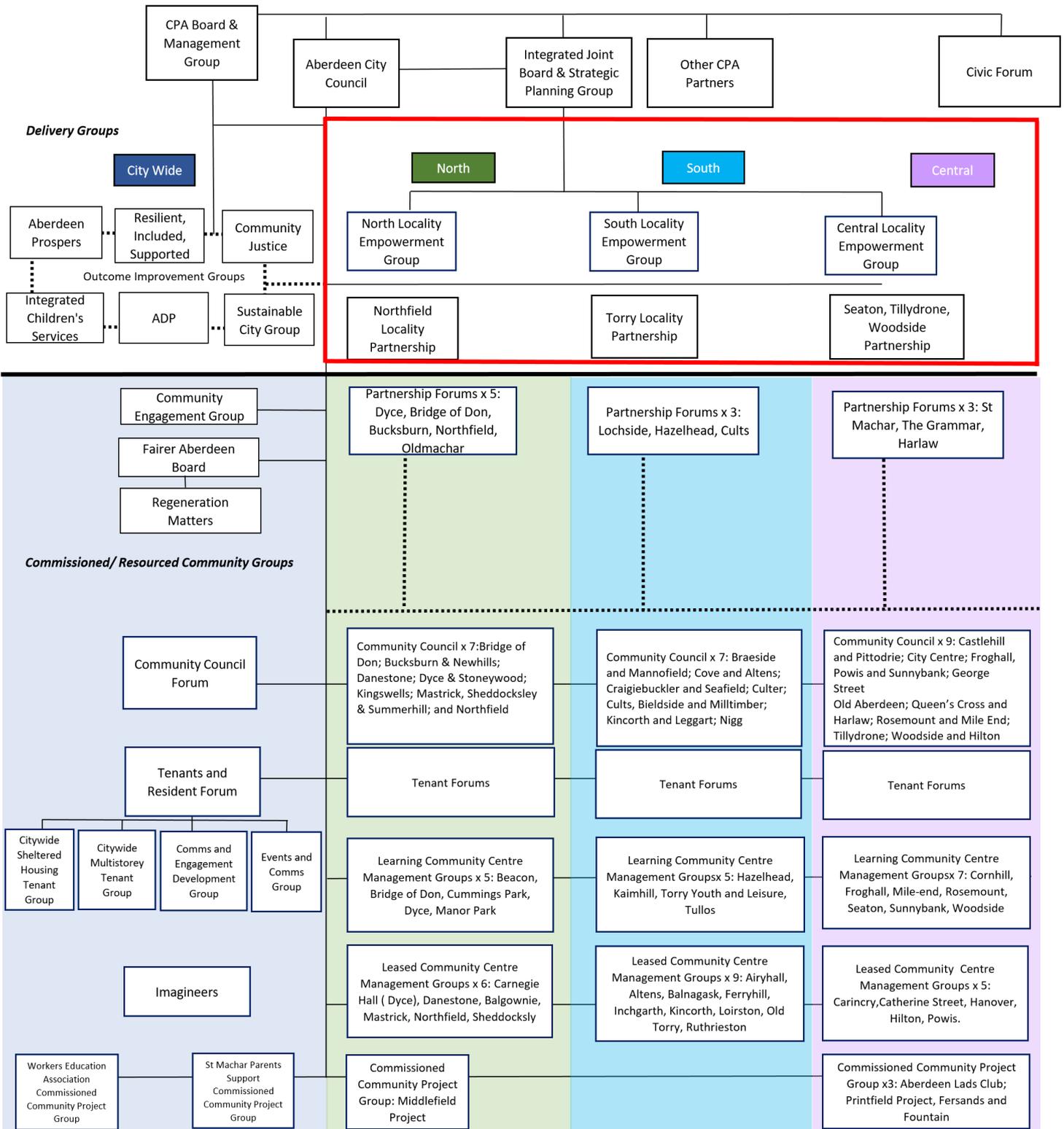
3. KEY DELIVERABLES AND TIMESCALES

3.1 Phase 1 of the review is planned to take place during June to October 2020. The key deliverables are as follows:

- | | |
|--|-------------|
| • Project team established | 10 June |
| • Complete desk top analysis | June |
| • Further evidence gathering | June |
| • Identification of best practice | July |
| • Consultation with stakeholders | August |
| • Draft report to CPA Management Group | 29 October |
| • Consultation on draft findings | November |
| • Final report to CPA Board | 11 November |
| • CPA Board Meeting | 3 December |

CPA Board and Partners

PHASE 1 SCOPE
PHASE 2 SCOPE



4. PROJECT TEAM

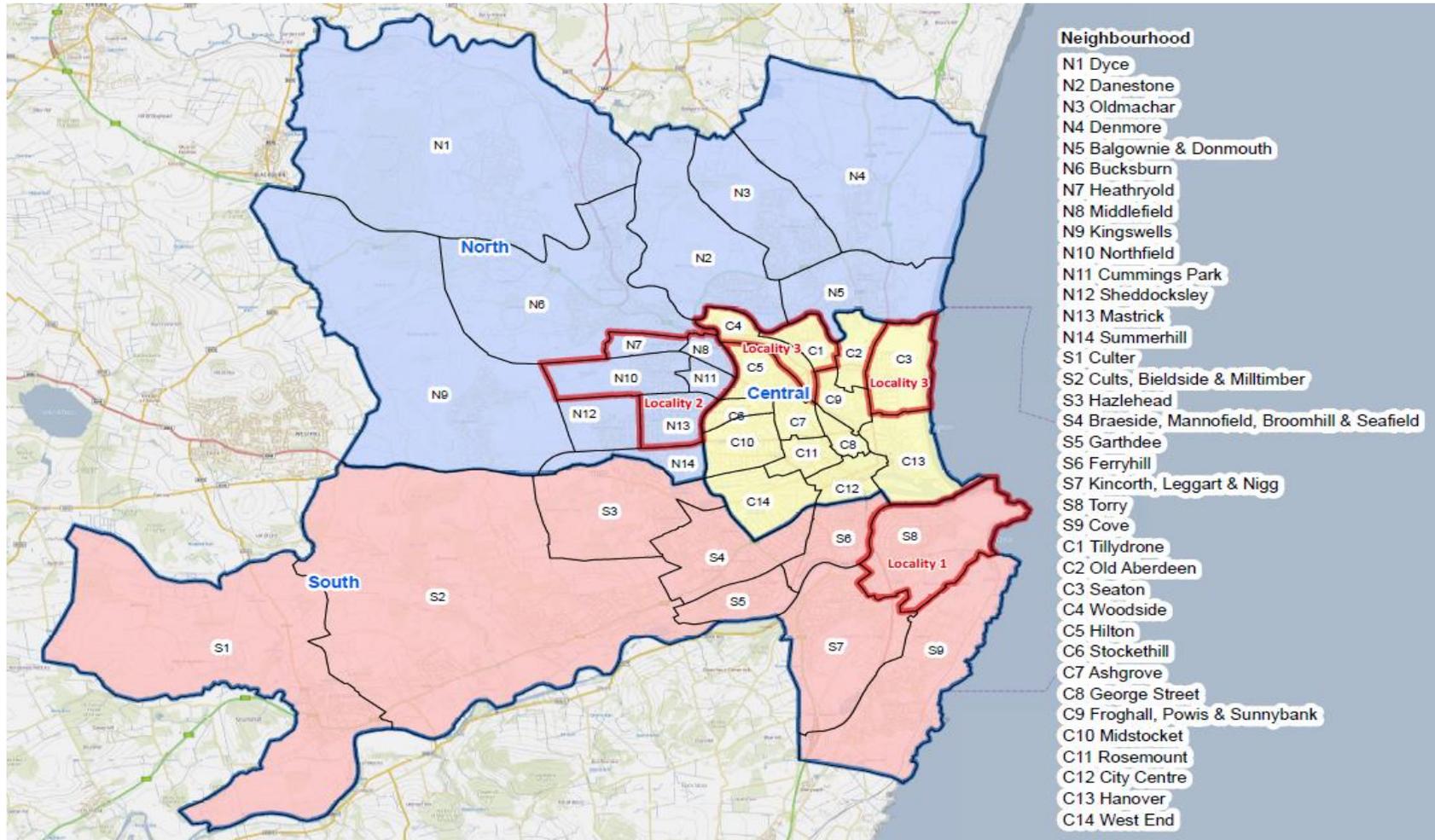
Project Sponsor	Andy MacDonald, Director of Customer, ACC
Project Board	Aberdeen Together Chaired by Derek McGowan and Sandra McLeod
Project Lead	Michelle Cochlan & Gail Woodcock
Project Team	Alison McLeod, Lead Strategy Performance Manager Neil Carnegie, Communities and Housing Area Manager Paul Tytler, Locality Inclusion Manager Shamini Omnes, Public Health Coordinator Linda Clark, Team Manager Partnerships Allison Swanson, Improvement Programme Manager Val Vertigans, Community Justice Officer
Key Stakeholders/ Consultees	Derek McGowan, Chief Officer (Early Intervention and Community Empowerment) Gale Beattie, Chief Officer (Strategic Place Planning) Colleagues from Locality Partnerships/ Locality Empowerment Groups CPA Management Group CPA Lead Contacts Graeme Simpson, Chief Officer, Integrated Children & Family Services Claire McArthur, Team Leader, Master planning, Design & Conservation
Benchmarking	Other Community Planning Partnerships

5. METHODOLOGY

5.1 The research methodology will include:

- Scottish Service Redesign Approach
- Desk top analysis of relevant legislation, strategies, policy, reports etc
- Gathering of evidence of best practice/ case studies etc
- Consultation with key stakeholders/ consultees
- Discussions/ interviews with external representatives e.g. colleagues from other Councils and external organisations where relevant
- Discussion of findings with key stakeholders/ consultees

APPENDIX 2 - LOCALITY BOUNDARIES



ACHSCP Localities:	Priority Localities
South	Locality 1 -Torry
North	Locality 2 - Northfield, Mastrick, Middlefield, Heathryfold, Cummings Park
Central	Locality 3 - Seaton, Woodside, Tillydrone

APPENDIX 3 LEGISLATION

- **Community Planning Partnerships and Locality Planning**

The Community Empowerment (Scotland) Act 2015 introduces locality planning in respect of community planning for the first time. The Act requires every CPP to identify each locality in its area where people experience significantly poorer outcomes, as a result of socio-economic disadvantage, than those people living in other areas. The Act stipulates that localities should have a maximum population size of 30,000 residents.

For each of these areas, the CPP must publish a locality plan (locality plans for other areas of the city are optional). The locality plan must set out the priority outcomes the CPP proposes to improve. This should be set out in terms of what will be different for communities in 10 years as well as the contributory actions, indicators and targets for the short (1 year) and medium (3 years) terms. In preparing the locality plans, the CPP must take into account the needs and circumstances of the people residing in the locality and consult as it considers appropriate. The CPP is required to review progress against each locality plan and report on this annually.

- **Health and Social Care Partnerships and Locality Planning**

The Public Bodies (Joint Working) (Scotland) Act 2014 (the Act) puts in place the legislative framework to integrate health and social care services in Scotland and requires each Integration Authority to establish at least two localities within its area. Unlike the Community Planning localities which focus on areas of deprivation with a maximum population size of 30,000 residents, HSCP localities are required to divide the whole locality authority area into at least two. In Aberdeen we have recently elected to divide the City into three. These areas align with the Community Planning localities in that within the boundaries of each of the ACHSCP localities, we have a community planning priority locality. See Appendix 2 for visual.

- **Local Place Plans – Planning (Scotland) Act 2019**

The Planning (Scotland) Act 2019 includes provisions for a planning authority to publish an invitation to local communities to prepare local place plans and that assistance would be made available for local communities to prepare the local place plans. There was previous discussion about the need to link local place plans to locality plans. However, I am not aware of any further thinking or progress with this.

- **The Requirements for the Community Learning and Development (Scotland) Regulations 2013: Guidance for Local Authorities**

place a legal requirement on all Local Authorities to secure the delivery of community learning and development in their area, working with other CLD providers and communities to ensure communities particularly which are disadvantaged have access to the CLD support they need. To strengthen co-ordination between the full range of CLD providers ensuring that Community Planning Partnerships, Local Authorities and other public services respond appropriately to the expectations set by the CLD Strategic Guidance. In Aberdeen Governance of the CLD Plan at local level is done through the Partnership Forums, at Strategic level is done through the Community Engagement Group and ICS Board both of which are Outcome Improvement Groups in the Community Planning Partnership.

APPENDIX 4 CUSTOMER JOURNEY AND CUSTOMER EMPATHY MAPPING

(PROBLEM STATEMENTS)

- I am confused about current arrangements for Locality Planning
- I feel there are too many groups that cover the same issues and involve the same people
- As a new member I am confused about the role of members
- I don't know what difference all the groups are making
- I don't know how all the existing groups align or relate to each other
- I don't know what Locality Planning is, who should lead it, or who should be involved in it
- I don't know what the relationship between the Locality Plan and locality working is
- I don't know how to get involved in the decision-making processes in my area - I've never heard of Locality Planning

APPENDIX 5 PROPOSED CORE ROLE AND REMITS

Locality Empowerment Groups

Role: The Locality Empowerment Groups (LEGs) will support the development and delivery of the new integrated locality plans in each of the three localities (North, South and Central). These plans underpin the city wide Local Outcome Improvement Plan and individual partner strategies (e.g. ACHSCP Strategic Plan).

Remit:

- Work together to ensure the locality is a place where all people can prosper, regardless of their background or circumstances
- Engender collective ownership, leadership and responsibility for improving outcomes across the Locality
- Contribute to the population needs assessment for the Locality by drawing local data, information and community perspectives that deepen understanding of emerging needs and opportunities
- Co-produce, publish and keep under review a Locality Plan to deliver improved outcomes for people and communities across the locality to meet local need and capitalise local opportunities
- Engage in improvement activity, working alongside CPA partners and community groups and networks to test changes which aim to deliver the priorities within the Locality Plan
- Foster a close working and mutually supportive relationship with Priority Neighbourhood Partnerships, taking cognisance of the work happening in these areas of the locality, taking steps to support efforts or spread best practice across the locality as relevant
- Provide a voice on behalf of the people and communities across the locality. This will involve proactively engaging, connecting and collaborating with community members and community groups and networks
- Build and maintain effective working relationships with partners and/ or members of CPA Outcome Improvement Groups to maximise use of professional resources

Membership:

The Locality Empowerment Groups are open to any community member or representative of community group/network living in the area that has an interest in working collectively to improve outcomes for the Locality.

Public service representation will be minimised to ensure the group is predominantly community led, with a minimal number of Partnership staff attending to facilitate and support community participation.

Operating Model:

The Locality Empowerment Groups will hold regular meetings, at a frequency and time to be determined. A flexible approach will be taken to maximise participation in the LEGs. In addition to the regular meetings, whether these are face to face or virtual, we will explore and test further options for people to get involved in the LEGs. For example, focus groups, social media, digital forums.

Priority Neighbourhood Partnerships

Role: The Priority Neighbourhood Partnerships will ensure that North, South and Central Locality Plans include a specific and targeted plan for Aberdeen's current priority neighbourhoods. They will complement the Locality Empowerment Groups by taking a lead on tackling the issues unique to their neighbourhood which contributes to improvement across the wider Locality.

Locality	Priority Neighbourhood
North	Northfield, Mastrick, Middlefield, Heathryfold, Cummings Park
South	Torry
Central	Seaton, Woodside, Tillydrone

The remit of Priority Neighbourhood Partnerships contributes to and complements the work of the Locality Empowerment Groups for the priority neighbourhood area.

Remit:

- Work together to ensure the neighbourhood is a place where all people can prosper, regardless of their background or circumstances
- Engender collective ownership, leadership and responsibility for improving outcomes across the neighbourhood
- Contribute to the population needs assessment of the neighbourhood by drawing local data, information and community perspectives that deepen understanding of emerging needs and opportunities
- Co-produce, publish and keep under review a plan to deliver improved outcomes for people and communities across the neighbourhood to meet local need and capitalise local opportunities
- Engage in improvement activity, working alongside CPA partners and community groups and networks to test changes which aim to deliver the priorities for the neighbourhood
- Provide a voice on behalf of the people and communities across the neighbourhood. This will involve proactively engaging, connecting and empowering wider community groups and networks
- Foster a close working and mutually supportive relationship with the Locality Empowerment Groups, seeking support or spreading best practice across the locality as relevant
- Build and maintain effective working relationships with partners and/ or members of CPA Outcome Improvement Groups to maximise use of professional resources

Membership:

Membership of the Priority Neighbourhood Partnerships is determined at a local level based on local needs and priorities and aims to ensure that at least 50% of representation will be community representatives. Public service representation is capped to ensure the balance remains with communities. Representation may include the Locality Inclusion Manager, Local Police, Local Head Teacher and Local Health representative/ G.P.

Operating Model:

The Priority Neighbourhood Partnerships meet regularly throughout the year (this differs for each Partnership). They continue to explore and test ways of getting more people involved in the Priority Neighbourhood Partnerships. For example, focus groups, social media, digital forums.

Community Engagement Group

Role: The Community Engagement Group will oversee the new integrated locality planning arrangements to ensure they operate effectively in Aberdeen. The group will maintain an overview of the delivery of the Partnership's Engagement, Participation and Empowerment Strategy and participation requests and will advise and support the CPP Board, Management Group and Outcome Improvement Groups on effective approaches to engage and involve communities in the delivery of the LOIP and Locality Plans. It will be an important link between the strategic perspective of the CPA Board and the priorities and perspectives of communities across Aberdeen.

Remit:

- Oversee the transition to the new Locality Planning arrangements and support the collaboration between the LEGs, Priority Neighbourhood Partnerships, Outcome Improvement Groups and wider community groups on shared priorities
- Assist in the removal of any barriers which exist in the delivery of the LEGs/ PNPs and connection with wider community groups and networks. This includes overseeing phase 2 of the Locality Planning Review
- Plan, oversee and be accountable for the development and delivery by Community Planning partners of the Engagement, Participation and Empowerment Strategy through the Locality Empowerment Groups and Priority Neighbourhood Partnerships
- Ensure Community Planning Aberdeen is meeting its statutory duties in relation to community engagement and participation, as prescribed by the Community Empowerment Scotland Act 2015
- Advise on effective practice on how to involve and engage with communities and promote consistency and cohesion of approach across Outcome Improvement Groups
- Oversee, understand and share best practice in terms of community development and engagement initiatives, for example volunteering, recruitment and training
- Oversee delivery of the Community Learning and Development Plan
- Oversee delivery of City Voice, including approval of questionnaires on behalf of Community Planning Aberdeen prior to issue to the city voice citizens panel

Membership:

Core community planning partners are invited to have representation on the CPA Community Engagement Group. This includes statutory community planning partners and members of the Civic Forum. This group will also include the Chairs of the Locality Empowerment Groups, Chairs of the Priority Neighbourhood Partnerships, representation from Community Learning and Development and representation from City Voice. Other organisations can be co-opted onto the Community Engagement Group when appropriate.

Operating Model:

Meeting frequency determined by the Community Engagement Group.

Outcome Improvement Groups

There are six Outcome Improvement Groups (OIGs) within the CPA structure. Each are responsible for delivering on relevant sections of the Local Outcome Improvement Plan. The Outcome Improvement Groups are:

- Aberdeen Prospers (Chaired by SDS)
- Integrated Children Services (Chaired by ACC)
- Resilient, Included and Sustainable (Chaired by ACHSCP)
- Alcohol and Drugs Partnership (Chaired by Police Scotland)
- Community Justice Group (Chaired by ACC)
- Sustainable City (Chaired by NHSG)

Role: Each group leads and is responsible for actions which support delivery of the Local Outcome Improvement Plan and underpinning locality plans. They are responsible for ensuring progress against the stretch outcomes and improvement projects set for the priority area they lead on.

Remit:

- Plan, oversee and be accountable for delivery of outcome improvement by Community Planning partners for the relevant stretch outcomes within the Local Outcome Improvement Plan and Locality Plans
- Deliver the stretch outcomes within the LOIP through the delivery of the LOIP improvement project aims
- Advise on, and be accountable for, how resources are aligned and allocated across Community Planning partners to support delivery of key actions
- Ensure communities are engaged in the planning and delivery of CPA's priorities through implementation of the Engagement, Participation and Empowerment Strategy and by liaising effectively with the Community Engagement Group, Locality Empowerment Groups and Priority Neighbourhood Partnerships
- Ensure the effective management of performance and risk in relation to delivery of the priorities and improvement outcomes for which the Outcome Improvement Group has oversight and report progress to the CPA Board on a six monthly basis via the Management Group
- Identify risks and barriers to effective delivery and advise the CPA Management Group on mitigating action required at CPA Board level

Membership:

Core community planning partners are invited to have representation on the CPA Outcome Improvement Groups. This includes statutory community planning partners and members of the Civic Forum. Other organisations can be co-opted onto the Outcome Improvement Groups when appropriate.

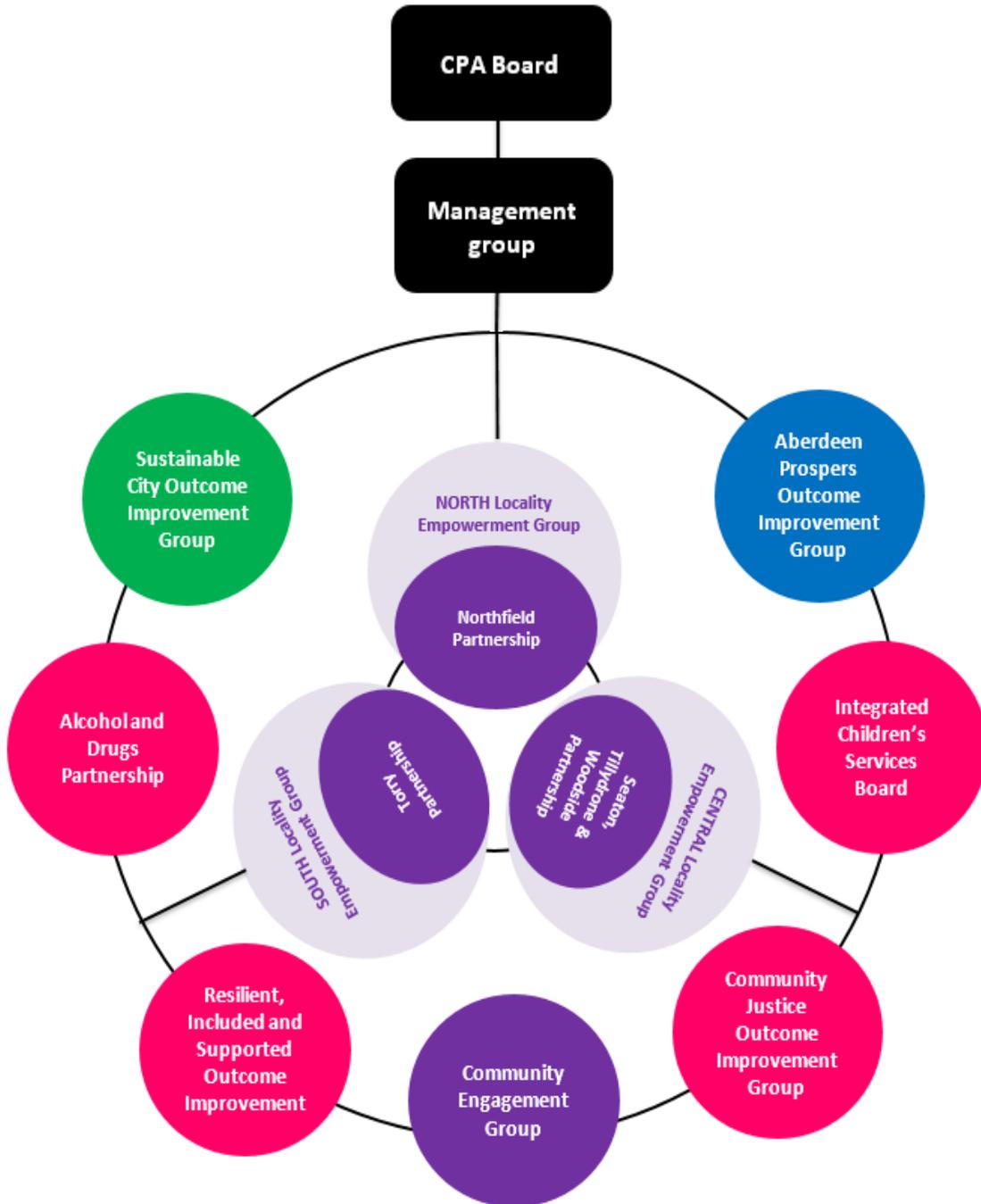
Operating Model:

Meeting frequency determined by the Outcome Improvement Group.

APPENDIX 6

COMMUNITY PLANNING ABERDEEN STRUCTURE

The addition of the Locality Empowerment Groups to the Community Planning Aberdeen structure will strengthen collaboration between all Community Planning Partners and all communities across Aberdeen. Priority Neighbourhood Partnerships will continue to support engagement of communities in our most disadvantaged areas to improve local outcomes.



APPENDIX 7 FEEDBACK FROM CONSULTATION

SUMMARY OF KEY POINTS (From consultation sessions and online survey)

- The proposed model is clearer, more focused and better for people, communities and all partners involved in community/locality/neighbourhood work and volunteering.
- The proposals successfully build on current arrangements and have great potential to strengthen community planning and locality planning and successfully build upon the positive aspects of the current arrangements.
- It seems clear from the proposals that, whilst we are not looking to reduce either support or ownership, we have the opportunity to streamline the locality planning and subsequently the delivery process.
- This can only be beneficial for our residents as they will be able to bring local influence to local solutions far more readily and hopefully means there will be decreased duplication of work and more effective working overall
- The locality plan approach will enable us to recognise and provide support and resources for communities which experience significant challenges for a variety of reasons but are not identified as a priority neighbourhoods. This approach will not only give others a view of the challenges faced by other parts of a locality but enable solutions to be sourced from across the area.
- A single Locality Plan addresses the fact that issues of concern for the Aberdeen City Health and Social Care Partnership, Aberdeen City Council, Civic Partners and Communities cannot be addressed in silos or isolation; there is significant common ground and shared agendas - persistent issues of concern are typically multifaceted and require an interdisciplinary and inclusive response.
- The current locality plans in place in our priority neighborhoods are good examples of single locality plans and can be seen as an example of best practice. The proposals need to maintain the same levels of performance and deliver the same benefits to the wider locality as the current Locality Partnerships are achieving. Priority areas must not get diluted in the larger locality area which will have so much diversity.
- Must guard against an increased duplication of effort between each the three localities which could be caused by working in silos. Must take account of existing services/resources in the area rather than re-inventing the wheel
- There is a need for two way dialogue between the Locality/neighbourhoods and Community Planning Partners. Not everyone wants to connect at strategic level but there needs to be a link between the LOIP and area plans to understand what needs are met and identify gaps and overlaps.
- A toolkit to support neighbourhood planning would be very positive, however it can only be possible if resources are made available to allow communities to use the toolkit and make meaningful plans, that includes consulting their residents and local partners.

ONLINE CONSTULTATION SESSIONS

The following consultation sessions were held with partner staff and members of the Locality Planning Groups and Locality Partnerships to discuss proposals and gather feedback.

- Session with Community Planning Partners, 17 Nov 2020 at 08:00 to 09:00
- Wider Northfield Locality Partnership Meeting, 18 Nov 2020 at 09:15 to 10:15
- Woodside, Tillydrone and Seaton Locality Partnership Meeting, 18 Nov 2020 at 09:30 to 11:30
- Torry Locality Partnership Meeting, 18 Nov 2020 at 18:00 to 20:00
- Session with Community Planning Partners, 19 Nov 2020 at 16:00 to 19 Nov 2020 at 17:00

ONLINE SURVEY RESULTS

Responses to this survey: **28**

1. Do you agree with the description of Locality?

Option	Total	Percent
Yes	25	89.29%
No	0	0.00%
Don't know	3	10.71%

2. Do you agree with the description of Neighbourhoods?

Option	Total	Percent
Yes	24	85.71%
No	0	0.00%
Don't know	4	14.29%

3. Do you agree with the description of Priority Neighbourhoods?

Option	Total	Percent
Yes	25	89.29%
No	0	0.00%
Don't know	3	10.71%

4. Do you agree with developing a single Locality Plan for each Locality?

Option	Total	Percent
Yes	23	82.14%
No	2	7.14%
Don't know	3	10.71%

5. Do you agree that as well as actions relevant to the wider locality, the Locality Plan should include actions targeted at Priority Neighbourhoods?

Option	Total	Percent
Yes	27	96.43%
No	1	3.57%
Don't know	0	0.00%

6. Do you agree that the Locality Plan should include actions targeted at specific neighbourhoods and communities of interest where there is a demonstrable need for this?

Option	Total	Percent
Yes	28	100.00%
No	0	0.00%
Don't know	0	0.00%

7. Do you agree with the Locality Empowerment Groups having a role in helping influence the work of the Community Planning Partnership to improve a broader range of outcomes for the Locality?

Option	Total	Percent
Yes	25	89.29%
No	0	0.00%
Don't know	3	10.71%

8. Do you agree that the Priority Neighbourhood Partnerships should continue to be supported to meet and consider the detailed issues affecting their areas?

Option	Total	Percent
Yes	28	100.00%
No	0	0.00%
Don't know	0	0.00%

9. Do you agree that a toolkit should be co-produced with communities to help empower community groups and networks to lead their own neighbourhood planning arrangements?

Option	Total	Percent
Yes	23	82.14%
No	2	7.14%
Don't know	3	10.71%

APPENDIX 8 BENCHMARKING ON LOCALITY PLANNING MODELS ACROSS SCOTLAND

Feedback from CPPs that responded are included below:

CPP	CPP Locality Plans and HSCP Locality Plans	Joint CPP an HSCP Locality Plans	CPP Locality Groups and HSCP Locality Groups	Joint Locality Groups	Future Plans/ Any other comments
Aberdeen	Our 3 CPP Locality Plans are separate from our 3 HSCP Locality Plans, although they make reference to each other.	No	CPP Locality Partnerships are established in our 3 regeneration localities. HSCP have 3 Local Empowerment Groups covering the whole of the City.	No	We are undertaking a review of Locality Planning to identify opportunities for more integrated arrangements between CPP and HSCP in locality planning.
Aberdeenshire	3 CPP Locality Plans in North Aberdeenshire (Peterhead, Fraserburgh and Banff & Macduff). They are separate to the 6 H&SC Locality Plans which cover our 6 Areas.	No	3 CPP Locality Plans are overseen by the Local Community Planning Groups and reported through the CPP structure by the Connected & Cohesive Communities (C&CC) Strategic Lead Group.	Actions within the locality plans are delivered either by individual thematic/ local groups or through the newly formed Hubs to take forward cross-cutting actions.	Just completed 3-year review of the LOIP and the locality plans.
Angus	Plans are separate but all aligned to the CPP vision – to make Angus a great place to live, work and visit	No – work has started to develop joint plans under the 3 priorities which takes into account the locality implementation partnerships and local improvement groups	Angus HSCP localities are not co-terminus with CPP localities. They have brought these closer together by having a HSCP Rep on the CCP Locality Planning Group and the CCP Locality Planning Group has membership on the HSCP Locality Improvement Groups.	No – we are currently reviewing the locality groups with the introduction of place plans	CPP moving to a demand management model which aligns to the place plan principles and should streamline the governance
Comhairle nan Eilean Siar	Plans are separate	No	Separate	No	We are without a Chief Executive for the IJB at the moment, so things are on hold. This is something we would like to resolve as it must be confusing for people out there.

CPP	CPP Locality Plans and HSCP Locality Plans	Joint CPP an HSCP Locality Plans	CPP Locality Groups and HSCP Locality Groups	Joint Locality Groups	Future Plans/ Any other comments
East Ayrshire			HSCP Locality Planning Groups are co-terminus with CPP localities		
Midlothian	We have 3 locality outcome plans for our 3 priority areas, they have been developed jointly with partners including HSCP	Yes	No same group	Locality Planning Groups are co-terminus with CPP so no separate HSCP locality partnerships	Whole system is part of our neighbourhood planning model and now being reviewed
North Ayrshire		6 high level locality plans, with CPP and HSCP priorities included. More detailed underpinning plans are separate	All 6 HSCP Groups are co-terminus with CPP locality partnerships. Links in place.	North Ayrshire are piloting an integrated arrangement on Arran	Review of joint arrangement on Arran scheduled for spring 2021. Locality priorities originally agreed in 2017, currently being reviewed.
Orkney			Currently separate.		Orkney are currently looking at localities. It would make perfect sense to have one Locality Planning Group but don't know if they are at that stage.
Perth and Kinross	Each of our seven CPP localities has a Locality Plan. HSCPs have three localities, any plans are separate.	No	HSCP has a seat on each of the seven Local Action Partnerships	No	LOIP being reviewed, likely to include a more specific focus on wellbeing. PKC seeking to move to a locality working model which may have CPP implications
South Lanarkshire	We have several neighbourhood plans and these are currently separate to the HSCP locality plans	Currently separate	South Lanarkshire HSCP has 4 localities. These are not currently aligned with the CPP	Currently separate	We are currently looking at locality planning structures and have started to consider more integrated arrangements between HSCP and the CPP



Community Planning Aberdeen

Progress Report	CPA Improvement Programme Dashboard, Quarterly Update and Appendices
Lead Officer	Angela Scott, Chair of CPA Management Group and Chief Executive of Aberdeen City Council
Report Author	Allison Swanson, Improvement Programme Manager
Date of Report	11 November 2020
Governance Group	CPA Board – 3 December 2020

Purpose of the Report
This report provides an update on the projects within the Local Outcome Improvement Plan 2016-26 which have started, or are due to start, to deliver the Partnership's 15 Stretch Outcomes by 2026 on the basis of the revised improvement programme approved by the Board on 16 September 2020 and presents the new improvement project dashboard from which project updates can be viewed. This report also includes new charters for approval for project initiation.

Summary of Key Information
<p>1 BACKGROUND</p> <p>1.1 The refreshed Aberdeen City Local Outcome Improvement Plan (LOIP) was approved by Community Planning Aberdeen Board on 26 Feb 2019. It introduced 15 Stretch Outcomes to be delivered by 2026 and 120 shorter term improvement project aims which will initiated over 2019 to 2021.</p> <p>1.2 The Community Planning Aberdeen Outcome Management and Improvement Framework 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 improvement projects.</p> <p>1.3 The CPA Improvement Programme 2019-21 was approved by the Board on 1 May 2019 and set out the timescales for initiation of all 120 improvement projects included within the Local Outcome Improvement Plan (LOIP) 2016-26 over three years up until 2021. Subsequently, the Improvement Programme was reviewed to take reflect the impact of Covid-19 on the delivery of the 120 improvement aims. The revised Improvement Programme 2019-21 was approved by the CPA Board on 16 September 2020 and this report provides an overview of progress to date.</p>

1.4 Overview of progress to date:

LOIP Project Aims	Project charters Due	Project charters received	Projects now live	Months since LOIP Published
120	98	70%	62%	20

* No. of project charters due takes account of LOIP project aims which are being managed as one project and therefore have one charter.

2 NEW PROJECT CHARTERS

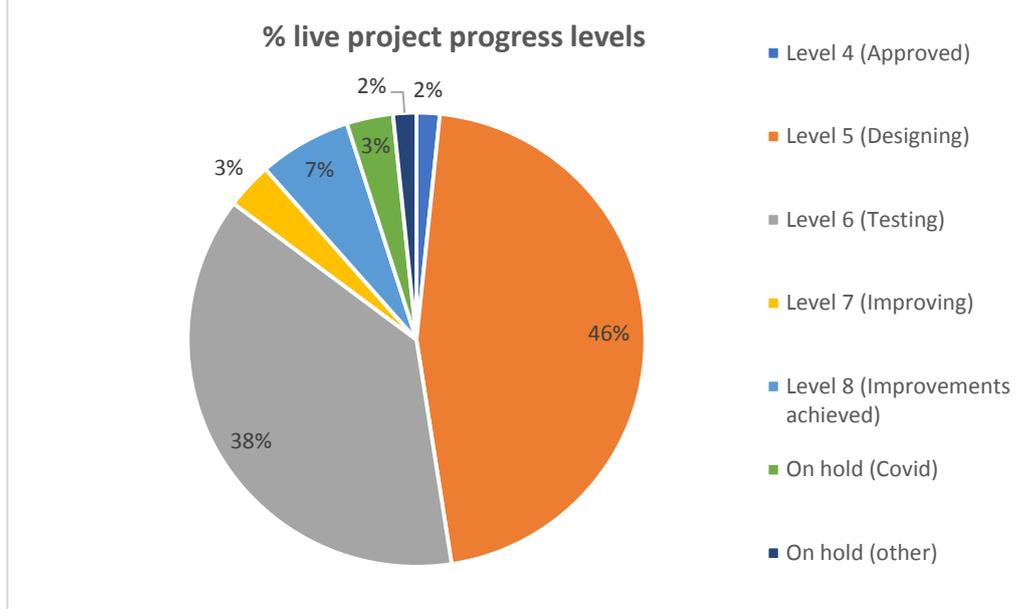
2.1 This report includes 8 of 22 project charters which are due to be submitted to the CPA Board in December 2020, as per the revised CPA Improvement Programme 2019-21, approved by the Board on 16 September 2020. 13 of the remaining charters originally scheduled to be submitted to the CPA Board in December have been postponed. See Appendix 1 for details and Appendix 2 for new project charters.

3 LIVE PROJECT UPDATES

3.1 Projects which have had a charter approved for initiation of testing will produce a one page update report until the project is complete. This is a short summary of progress towards achieving the overall project aim, including details of what changes are being tested between reporting periods and the improvement data which demonstrates whether the changes are making a difference. The report is designed to focus on the outcomes of the project, rather than a general update on activity. Project team’s self evaluate their progress using the Progress Scale. All projects that have been approved by the CPA Board will be at a minimum of stage four.

Project Progress Scale	
1	Project area identified and agreed
2	Draft Outline Project Charter and team in place
3	Understanding baseline of current system
4	Project Charter endorsed by CPA Board
5	Change ideas and project measures developed
6	Testing underway
7	Initial indications of improvement
8	Improvements achieved
9	Sustainable improvement
10	Project complete

3.2 Of the 61 live projects the chart below provides a breakdown of the project by progress scale and of those which remain on hold as a result of Covid-19:



4 Improvement Project Dashboard

4.1 Previously, updates for projects with a progress score of 6 and above were presented to the Management Group and Board for consideration. However, following the Board’s approval of the Outcomes Framework which provides a holistic view of performance across the Community Planning Partnership in the achievement of the 15 stretch outcomes, we have looked to align the reporting of the Partnership’s progress in respect of the improvement projects and have produced an improvement project dashboard.

4.2 The dashboard can be accessed on the [Community Planning Website](#) and will provide Partners with an opportunity to scrutinise and understand whether our improvement projects are delivering on the improvement aims as set out within the LOIP, and the impact that this is having on the stretch outcomes. It will also allow the Partnership to identify any challenges being experienced by project teams and where additional support may be required.

4.3 The dashboard is split up into the 15 Stretch Outcomes in the LOIP. Each section provides a chart for the Stretch Outcome (first and shaded chart) and then provides a chart(s) for each live improvement project. There may be more than one page of charts for each Stretch Outcome and you can navigate between the Stretch Outcomes and charts via the arrows at the very bottom of the screen. Where a project has multiple aims there will be a chart to cover each aim. Where data on the project aim is not available, proxy data or data related to the change ideas being tested have been provided where possible.

4.4 From the [dashboard](#), partners can drilldown into the respective project updates to get more detail on the changes being tested. The dashboard will remain a living platform, updated as project data becomes available and considered at each Management Group and Board meeting.

5 NEXT STEPS

- 5.1 Projects which have charters approved will proceed to the designing and testing stage.
- 5.2 Community Planning Team will explore introducing the progress overview and a tagging system for the improvement projects onto the dashboard platform.

Recommendations for Action

It is recommended that the Board:

- i) note the overview of progress against the revised CPA Improvement Programme as contained at Appendix 1;
- ii) agree that a separate project charter is not required for Stretch Outcome 10 improvement aim “Increase % of individuals indicating an improvement in at least one area* at the end of their Community Payback Order Supervision by 2021” as proposed in Appendix 1;
- iii) approve the new charters included at Appendix 2;
- iv) approve the proposed rescheduling of all other charters which were due to be submitted in December, but have been postponed; and
- v) consider the updates provided on live improvement projects contained at the [Improvement Project Dashboard](#).

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. It has been agreed that we will 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.

Consultation

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

Chairs of CPA Outcome Improvement Groups
LOIP Project Managers
LOIP Lead Contacts
Corporate Strategy and Community Planning Manager

Background Papers

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

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

[Revised CPA Improvement Programme 2019-21](#)

Contact details:

Allison Swanson
Improvement Programme Manager
Community Planning
Email: aswanson@aberdeencity.gov.uk

APPENDIX 1 OVERVIEW OF PROGRESS

ECONOMY

Lead Outcome Improvement Group: **Aberdeen Prosper**

- No. project charters due (based on revised Improvement Programme): 2
- No. project charters received: 0
- No. project charters postponed: 2
- No. project charters outstanding: 0
- No. projects live: 6 (See [dashboard](#) for progress updates)
- No. of live projects on hold from Covid-19: 0
- Total No. of LOIP projects: 14

Charter Status	Ready	Partly Ready	Postponed	Not Ready
Live Project Status	On hold – Covid			

Stretch Outcome 1

10% increase in employment across priority and volume growth sectors by 2026

Projects Starting	Charter Due Date(s)	Charter Status
Increase the number of Modern and Graduate Apprenticeships in priority and volume growth sectors by 5% by 2022.	Original: Dec 20 Postponed: March 21	Postponed due to Covid-19 and to understand the potential redundancy situation which looms and the impacts of this on Modern and Graduate Apprenticeship numbers. This situation will be monitored in the coming months and a charter submitted to the January Management Group and March Board.
Increase the number of people from priority localities employed by public sector partners and in major capital projects by 2022.	Original: Dec 20 Postponed: March 21	Postponed to enable the links with the work on developing community benefit clauses for capital projects, as well as the recruitment to the public sector for specific groups and the Locality Recovery Plans to be made and for data on the impact of Covid-19 on priority localities to be received to help develop the charter.

Ref	Live Projects	Start	Progress Scale				
			Dec	Feb	Apr	July	Nov
1.1	Stimulate a 5% increase in the number of start-up businesses in growth sectors by 2021.	July 19	5	5	5	Project restart: Sept 2020	5
1.2	Increase the number of people within Aberdeen City qualified with ICT and Digital skills at SCQF Levels 7 and 8 by 10% by 2024	Feb 20	3	4	5	Project restart: End August 20	5

Stretch Outcome 2

90% of working people in Living Wage employment by 2026

No charters due

Ref	Live Projects	Start	Progress Scale				
			Dec	Feb	Apr	July	Nov
2.1	Increase the impact and measured value of Partnership wide community benefits programme by 2022.	July 19	5	5	5	Project restart: Sept 2020	6
2.2	Increase the % of people in Aberdeen who feel comfortable using digital tools by 2021.	Dec 19	4	5	6	Background study has continued but project will restart in July 2020	6
2.3	Increase employer sign up to the Real Living Wage by 2021 and year on year to achieve Real Living Wage City Status by 2026	Dec 19	4	5	5	Project restart: Sept 2020	6
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)	Feb 20	3	4	5	Project restart: Sept 2020	6

PEOPLE (CHILDREN & YOUNG PEOPLE)

Lead Outcome Improvement Group: **Integrated Children's Services**

- No. project charters due (based on revised Improvement Programme): 3
- No. project charters received: 0
- No. project charters postponed: 3
- No. project charters outstanding: 0
- No. projects live: 21 (See [dashboard](#) for progress updates)
- No. live projects on hold from covid-19: 1
- Total No. of LOIP projects: 27

Charter Status	Ready	Partly Ready	Postponed	Not Ready
Live Project Status	On hold – Covid			

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

All projects planned under this outcome are now live.

Ref	Live Projects	Start	Progress Scale				
			Dec	Feb	Apr	July	Nov
3.1	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.	July 19	7	7	7	7	8
3.2	Reduce the number of births affected by drugs by 0.6% by 2022.	Sep 19	5	5	5	Project restart: Oct 20	5
3.3	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	July 19	6	6	6	Project restart: Sept 2020	5
3.4	Increase the number of pregnant young people who are able to remain in education during pregnancy by 50%, by 2022	Feb 20	3	4	5	Project restart: Dec 2020	Project restart: Dec 2020
3.5	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	Sep 20				3	5

Ref	Live Projects	Start	Progress Scale				
			Dec	Feb	Apr	July	Nov
3.6	To increase the percentage of babies exclusively breastfed at 6-8 weeks to 41% by 2021.	Sep 20				3	6
3.7	Reduce child obesity at Primary 1 stage by 10% by 2022	Sep 20				3	5
3.8	Reduce the number of emergency hospital admissions for unintentional injury to children under 5 years by 3.69% by 2021	Sep 20				3	5

Stretch Outcome 4

90% of children and young people will report that they feel mentally well by 2026

Projects Starting	Charter Due Date(s)	Charter Status
Reduce the number of children and young people who are exhibiting self-harming behaviours	Original: Dec 20 Postponed: Mar 21	The charter has been postponed to enable a Project Lead to be confirmed.
Reduce number of requests for specialist support from children's social work in partnership forums by 5% by 2020	Original: Dec 20 Postponed: Mar 21	The charter has been postponed to enable a Project Lead to be confirmed.

Ref	Live Projects	Start	Progress Scale				
			Dec	Feb	Apr	July	Nov
4.1	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	Dec 19	4	6	6	6	5

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

Projects Starting	Charter Due Date(s)	Charter Status
Reduce the length of time that care experienced children and young people wait for an initial Child and Adolescent Mental Health Service (CAMHS) appointment to less than 4 weeks by 2021.	Original: Dec 20 Postponed: March 21	The charter has been postponed to enable a Project Lead to be confirmed.

Ref	Live Projects	Start	Progress Scale				
			Dec	Feb	Apr	July	Nov
5.1	Increase the number of care experienced young people accessing a positive and sustained destination by 25% by 2022	July 19	5	6	6	6	6
5.2	Increase in the number of inhouse foster and kinship placements by 2021	July 19	5	6	6	6	6
5.3	Increase in the number of care experienced people who receive appropriate support when accessing their records by 2022	Dec 19	4	5	5	Project restart: Oct 20	5
5.4	Increase number of staff, including carers working with care experienced children and young people trained in trauma skills and knowledge, to 80% by 2021; and 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.	Dec 19	4	5	5	5	5
5.5	Increase the number of children and young people remaining in a placement between 16-18 years old by 2021; and Reduce the number of children who experience more than 1 placement over a year by 2022.	Dec 19	4	5	5	5	5

Stretch Outcome 6

95% of children living in our priority localities will sustain a positive destination upon leaving school by 2026

No charters due

Ref	Live Projects	Start	Progress Scale				
			Dec	Feb	Apr	July	Nov
6.1	Increase the no. young people who effectively transition from primary school to secondary school by 2021	July 19	5	5	5	Project restart: Sept 20	5
6.2	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	July 19	6	6	6	Project restart: Sept 20	5
6.3	Increase the number of young people taking up foundation apprenticeships to 142 by 2021	July 19	6	6	6	Project restart: Sept 20	5

Ref	Live Projects	Start	Progress Scale				
			Dec	Feb	Apr	July	Nov
6.4	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	Sep 19	5	5	5	Project restart: Sept 20	5
6.5	Reduce the number of winter leavers with no positive destination by 50% by 2021.	Sep 19	5	6	6	Project restart: Sept 20	5
6.6	Increase the number of partners supporting delivery of the senior phase by 10% by 2021; and Increase the range of and number of accredited courses being provided by schools and partners by 25% by 2021	July 20	3	3	3	Project charter approved July. Project restart: Sept 20	5
6.7	Increase children, young people and families' awareness and understanding of future skill requirements by June 2021; and Increase the number of opportunities to discuss and record skills for life, learning and work from S1 by 20%, by 2021.	Sep 20					5

Stretch Outcome 7 Child Friendly City which supports all children to prosper and engage actively with their communities by 2026

No charters due

PEOPLE (VULNERABLE ADULTS)

Lead Outcome Improvement Group: **Community Justice Group**

No. project charters due (based on revised Improvement Programme): 10

No. project charters received: 5

No. project charters postponed: 4

No. project charters outstanding: 0

No. projects live: 8 (See [dashboard](#) for progress updates)

No. of live projects on hold from Covid-19: 0

Total No. of LOIP projects: 21

Charter Status	Ready	Partly Ready	Postponed	Not Ready
Live Project Status	On hold – Covid –			

Stretch Outcome 8

25% fewer young people (under 18) charged with an offence by 2026

Projects Starting	Charter Due Date(s)	Charter Status
Reduce the number of young people referred to the Children’s Reporter on offence grounds as a result of appropriate and effective interventions by 2021.	Dec 20	Charter received and ready. See charter 8.3
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.	Dec 20	Charter received and ready See charter 8.4
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.	Dec 20	Charter received and ready See charter 8.5

Ref	Live Projects	Start	Progress Scale				
			Dec	Feb	Apr	July	Nov
8.1	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	Sep 19	5	6	6	Project restart: Sept 20	7/8

Ref	Live Projects	Start	Progress Scale				
			Dec	Feb	Apr	July	Nov
	interventions in targeted areas by 10% by 2021.						
8.2	Reduce the number of young people identified as having indicators of being at risk of being excluded from school by 2021.	Feb 20	3	4	5	Project restart: Aug 20	5 – on hold

Stretch Outcome 9

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

Projects Starting	Charter Due Date(s)	Charter Status
Using a whole population approach <ul style="list-style-type: none"> increase the awareness of domestic abuse by 2021 reduce number of children who are witness to domestic abuse by Sept. 2022 decrease number of reported incidents by 30% by 2026. 	Dec 20	Charter received and ready See charter 9.2
Reduce the number of wilful fires by 20% by 2021.	Original: Dec 20 Postponed: March 21	Project charter postponed to enable project team to be established and partnership change ideas to be developed.

Ref	Live Projects	Start	Progress Scale				
			Dec	Feb	Apr	July	Nov
9.1	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.	Sep 19	5	6	6	Project restart: Sept/Oct 2020	6

Stretch Outcome 10

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

Projects Starting	Charter Due Date(s)	Charter Status
Reduce no. of repeat convictions of 16 and 17 year olds, and 18+ year olds, as a result of targeted focus on specific offending behaviour, and use of appropriate and effective interventions, by 2021.	Original: Dec 20 Postponed: March 21	Charter postponed due to resumption of JSWS Inspection.

Extend the multi-agency problem solving approach to all 16 and 17 year olds charged with an offence to reduce the likelihood of reoffending by 2021.	Original: Dec 20 Postponed: March 21	Charter postponed to allow time for robust profiling of young people who offend in Aberdeen, to ensure appropriate identification of those who may go on to need higher tariff interventions.
Increase % of individuals indicating an improvement in at least one area* at the end of their Community Payback Order Supervision by 2021.	Dec 20	Having considered the data and evidence, it is clear that the main areas where multi agency effort towards improvement are needed for individuals on Community Payback Orders are in relation to mental health and alcohol and drug supports. Improvement work focusing on these areas is being taken forward as part of the following projects: i) SO10 - Increase the number referred for appropriate assessment/support/treatment/services in relation to mental health issues: in police custody; on a community disposal; in HP Grampian by 2021; and ii) SO10 - Increase the uptake and retention of people in the Justice System with drug and alcohol problems in specialist services by 100% by 2021. The LOIP measure relating to the CPO Outcomes project will be taken into account by those projects rather than a separate charter.
Increase the number of individuals charged with hate crimes who undertake effective interventions by 30% by 2021.	Original: Dec 20 Postponed: March 21	Charter has been postponed to enable a Project Lead to be identified.
Increase number of young people who need support in relation to trauma and bereavement having access to such support by 2021.	Dec 20	Charter received and ready See Charter 10.6

Ref	Live Projects	Start	Progress Scale				
			Dec	Feb	Apr	July	Nov
10.1	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 & Help Hub (Action for Children), and Alcohol & Drugs Action by 20% by 2021.	Aug 18	6	6	6	Project restart: Aug 2020	6

Ref	Live Projects	Start	Progress Scale				
			Dec	Feb	Apr	July	Nov
10.2	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	Feb 18	7	7	7	Project restart: Aug 2020	6
10.3	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.	July 19	7	7	7	Project restart: Sept 2020	7
10.4	Increase the uptake and retention of people in the Justice System with drug and alcohol problems in specialist services by 100% by 2021.	July 19	6	6	6	6	6
10.5	Increase % of non-statutory prisoners (aged 21+) who are offered relevant voluntary support on release from HMP Grampian by 2021. Scottish Prison Service.	Feb 20	3	4	5	Project restart: July 20	5

Lead Outcome Improvement Group: Resilient, Included, Supported Group

No. project charters due (based on revised Improvement Programme): 3

No. project charters received: 1

No. project charters postponed: 2

No. project charters outstanding: 0

No. projects live: 13 (See [dashboard](#) for progress updates)

No. live projects on hold from Covid-19: 0

Total No. LOIP projects: 16

Charter Status	Ready	Partly Ready	Postponed	Not Ready
Live Project Status	On hold – Covid			

Stretch Outcome 11

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

Projects Starting	Charter Due Date(s)	Charter Status
Increase the number of unpaid carers participating in support programme reflecting healthy life choices by 25% by 2021	Original: Dec 20 Postponed: Refresh of LOIP	The project is paused pending the refresh of the LOIP to enable the Resilient, Included and Support Group to review the appropriateness of the aim in light of the current climate for carers i.e. changes to service provision as a result of Covid initially, but longer term from the review of Day Care and Respite, and also a realisation that there is some single system work required to create the conditions for carers to be receptive to the idea of alternative forms of support for themselves.
Increase the number of groups for people with long term conditions which are co-produced with service users by 2021	Original: Dec 20 Postponed: March 21	Postponed to enable time to stop, rethink and re-group with the Long Term Conditions group as well as connecting to other opportunities.
Increase the number of community run green spaces that are organised and self-managed, particularly in priority localities where satisfaction and use is low	Dec 20	Charter received and ready See charter 11.14

Ref	Live Projects	Start	Progress Scale				
			Dec	Feb	Apr	July	Nov
11.1	Increase uptake of a range of activities that enable people with long term conditions to manage their health and well-being by 2021.	July 19	6	6	6	Project restart: Sept 2020	6

Ref	Live Projects	Start	Progress Scale				
			Dec	Feb	Apr	July	Nov
11.2	Extend link working approach across primary care to support 3,000 people to attain their own identified outcomes by 2021.	Sep 19	6	6	7	8	8
11.3	Reduce % of men and women who are obese to 20% by 2021.	Sep 19	5	6	6	Project restart: Aug 2020	6
11.4	Improve the Health and Wellbeing Outcomes for at least 50% of homeless people/program participants in the Housing First Pathfinder Program in Aberdeen City by 2021.	Dec 19	4	5	5	Project restart: Oct 2020	6
11.5	Increase the number of autistic people aged 16 to 25 who are supported into employment by 2021	Dec 19	4	5	5	Project restart: Oct 2020	5
11.6	Increase opportunities for people who are retired to continue and increase their contribution by 10% by 2021	Dec 19	4	5	5	6	8
11.7	Reduce suicide rates amongst men in Aberdeen to below 2016 levels (16) by 2021.	July 20	3	3	3	4	5
11.8	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.	Feb 20		4	5	6	6
11.9	Increase by 25% year on year, the number of people who have benefited from a Making Every Opportunity Count conversation or intervention	Feb 20		4	5	Project restart: Sept 2020	5
11.10	Reduce tobacco smoking by 5% overall by 2021.	Feb 20		4	5	5	5
11.11	Increase the number of Distress Brief Interventions opportunities for people presenting to frontline services in distress by 10% by 2021	Feb 20		4	5	Project restart: Aug 20	8
11.12	Increase number of people in local communities promoting well-being and good health choices by 2021.	Sep 20				4	5
11.13	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.	Sep 20				4	4

Lead Outcome Improvement Group: Alcohol and Drugs Partnership

No. project charters due (based on revised Improvement Programme): 1

No. project charters received: 1

No. project charters postponed: 0

No. project charters outstanding: 0

No. projects live: 8 (See [dashboard](#) for progress updates)

No. live projects on hold from Covid-19: 1

Total No. LOIP projects: 11

Charter Status	Ready	Partly Ready	Postponed	Not Ready
Live Project Status	On hold – Covid			

Stretch Outcome 12

Rate of harmful levels of alcohol consumption reduced by 4% and drug related deaths lower than Scotland by 2026

Projects Starting	Charter Due Date(s)	Charter Status
Increase the uptake of alcohol treatment by improving access to alcohol services and ensuring they are local, integrated and targets areas of greatest need by 10% year on year by 2021.	Dec 20	Charter received and ready See Charter 12.9

Ref	Live Projects	Start	Progress Scale				
			Dec	Feb	Apr	July	Nov
12.1	Increase the % of Care experienced children and young people receiving educational and support input on alcohol/ drugs issues by 2021.	Sep 19	5	6	6	6	6
12.2	100% of schools have a progressive, cohesive and relevant substance misuse curriculum by 2021.	Sep 19	5	6	6	6	6
12.3	Reduce the incidence of fatal drug overdose through innovative developments and by increasing the distribution of naloxone by 10% year on year by 2021.	Sep 19	6	6	6	6	6
12.4	Increase the number of alcohol licensed premises awarded Best Bar None status by 2021	Dec 19	4	5	5	Project restart: Sept 2021	Project restart/ review: March 2021
12.5	Increase number of alcohol brief interventions delivered by Primary Care	Dec 19	4	6	6	6	6

Ref	Live Projects	Start	Progress Scale				
			Dec	Feb	Apr	July	Nov
	providers and other professionals by 100% by 2021						
12.6	Increase opportunities for individuals who have been at risk of Blood Borne Viruses, being tested and accessing treatment by 2021.	Feb 20	3	4	5	Project restart: Aug 2020	6
12.7	Increase % of the population who feel informed about using alcohol responsibly by 2021.	Feb 20	3	4	5	5	5
12.8	Increase uptake of drug treatment and specifically within Locality Areas by 10% each year by 2021.	Feb 20	3	4	5	5	5

PLACE

Lead Outcome Improvement Group: Sustainable City Group

No. project charters due (based on revised Improvement Programme): 3

No. project charters received: 1

No. project charters postponed: 2

No. project charters outstanding: 0

No. projects live: 5 (See [dashboard](#) for progress updates)

No. live projects on hold from Covid-19: 0

Total No. LOIP projects: 8

Charter Status	Ready	Partly Ready	Postponed	Not Ready
Live Project Status	On hold – Covid			

Stretch Outcome 13

No one in Aberdeen will go without food due to poverty by 2026

All projects planned under this outcome are now live.

Ref	Live Projects	Start	Progress Scale				
			Dec	Feb	Apr	July	Nov
13.1	Increase community food growing in schools, communities and workplaces by 2021.	July 19	6	6	6	Project restart: Aug/Sept 20	6
13.2	Increase the number of people using community pantries by 2021; and Increase the uptake of the Best Start	Dec 19	4	6	6	Project restart: End of	6

Ref	Live Projects	Start	Progress Scale				
			Dec	Feb	Apr	July	Nov
	Grant and Foods and Healthy Start vitamins by 4% by 2020					Aug/ Sept 20	

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

Projects Starting	Charter Due Date(s)	Charter Status
Reduce Aberdeen’s carbon emissions by 30% by 2021.	Dec 20	Charter received and ready See charter 14.2
Increase the completeness of data within the ‘at risk database’ to identify those people most vulnerable.	Original: Dec 20 Postponed: March 21	Postponed to enable the project to reflect on status of ‘at risk database’ as a result of Covid-19.
Reduce the generation of waste in Aberdeen by 2021.	Original: Dec 20 Postponed: March 21	Postponed to enable the Project Team to develop the change ideas.

Ref	Live Projects	Start	Progress Scale				
			Dec	Feb	Apr	July	Nov
14.1	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	July 19	5	5	5	5 Project restart: Sept 20	6

Stretch Outcome 15

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

All projects planned under this outcome are now live.

Ref	Live Projects	Start	Progress Scale				
			Dec	Feb	Apr	July	Nov
15.1	Increase % of people who cycle as main mode of travel to 3% by 2021.	Feb 20	3	4	5	Project restart: Sept 20	5
15.2	Increase % of people who walk as main mode of travel to 31% by 2021	Sep 20				4	5

(V) COMMUNITY ENGAGEMENT

Lead Outcome Improvement Group: **Community Engagement Group**

No. project charters due: 0

No. projects live: 0

Total no. of projects ended: 1

No charters due

Charter 8.3 Referrals to Children’s Reporter on Offence Ground

<p>Improvement Project Title: Reduce the number of young people referred to the children’s reporter on offence grounds as a result of appropriate and effective interventions.</p>											
<p>Executive Sponsor (Chair of Outcome Improvement Group or Locality Partnership): Derek McGowan, Chair of CJ Group</p>											
<p>Project Lead: Inspector Lorraine Mackie – Police Scotland</p>											
<p>Aim statement (What are we trying to accomplish? Over what time? Numerical target for improvement?)</p> <p>Reduce the number of young people (children aged between 8 and 15 (and 16/17 on a CSO) referred to the children’s reporter on offence grounds as a result of appropriate and effective interventions by 10 % by 2021. This figure is based on the current figures and the proposed impact of the change ideas and is achievable.</p>											
<p>Link to Local Outcome Improvement Plan:</p> <p>Prosperous People (Children and Young People) Stretch Outcome 8</p> <table border="1"> <thead> <tr> <th>Stretch Outcome</th> <th>Key Drivers</th> <th>Improvement Project Aim</th> <th>Key Improvement Measures</th> </tr> </thead> <tbody> <tr> <td> <p>8. 25% fewer young people (under 18) charged with an offence by 2026</p> <p><i>(Baseline data: 965 young people charged in 2015-16; 827 in 2016-17; 698 in 2017/18. A 25% reduction is 175 young people)</i></p> </td> <td> <p>8.1 Young people receive the right help at the right time through provision of a strong universal offer alongside availability of multi-disciplinary targeted interventions (using a trauma-informed approach) to improve outcomes for young people at risk of becoming involved in the Justice System</p> </td> <td> <p>Reduce the number of young people referred to the Children’s Reporter on offence grounds as a result of appropriate and effective interventions by 2021.</p> </td> <td> <p>No. of young people referred to the Children’s Reporter on offence grounds <i>(Baseline data:16/17 – 90;17/18 – 81)</i> No. of young people referred by SCRA to relevant services No. of residential care home workers who are aware of the Police Scotland Protocol in relation to responses to children who are care-experienced</p> </td> </tr> </tbody> </table>				Stretch Outcome	Key Drivers	Improvement Project Aim	Key Improvement Measures	<p>8. 25% fewer young people (under 18) charged with an offence by 2026</p> <p><i>(Baseline data: 965 young people charged in 2015-16; 827 in 2016-17; 698 in 2017/18. A 25% reduction is 175 young people)</i></p>	<p>8.1 Young people receive the right help at the right time through provision of a strong universal offer alongside availability of multi-disciplinary targeted interventions (using a trauma-informed approach) to improve outcomes for young people at risk of becoming involved in the Justice System</p>	<p>Reduce the number of young people referred to the Children’s Reporter on offence grounds as a result of appropriate and effective interventions by 2021.</p>	<p>No. of young people referred to the Children’s Reporter on offence grounds <i>(Baseline data:16/17 – 90;17/18 – 81)</i> No. of young people referred by SCRA to relevant services No. of residential care home workers who are aware of the Police Scotland Protocol in relation to responses to children who are care-experienced</p>
Stretch Outcome	Key Drivers	Improvement Project Aim	Key Improvement Measures								
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<p>There is a close link with the Early Intervention and Anti-social Behaviour project charter.</p>											
<p>Why is this important</p> <p>Referral to the reporter is required for some of our children who offend. Where possible however we need to keep our children out of formal systems to secure the best outcomes for them. “Wherever possible providing support without intervening as a ‘justice’ service, since contact with the justice system is known to be one of the biggest factors in continued offending” - Improving life Chances: Common Factors.</p> <p>When a child is charged with an offence there are a number of ways this can be disposed of. In Aberdeen we have a Police Youth Justice Management Unit (YJMU) who assess the most appropriate disposal for offences by children. The YJMU will undertake checks on the child’s offending history, whether they are subject to a compulsory supervision order</p>											

(CSO, an order that places responsibility with the local authority for looking after and helping the young person) or have open referral to SCRA and if they are open to social work. The YJMU are bound by the [Lord Advocates](#) guidelines that determine if a case is to be jointly reported to SCRA and COPFS. (A separate project is taking forward work to increase the % of young people who are jointly reported who are offered robust alternatives to entering the statutory system.) The YJMU have a range of disposal options available where the offence doesn't meet the Lord Advocates guidelines. YJMU can refer to SCRA where it is assessed there is sufficient need or other options have been explored. These other options are: Police Direct Measure or Police warning letter. Police Direct Measures' include Early and Effective Intervention (EEI), this may include referral to education, social work, Scottish Fire and Rescue or 3rd sector organisation such as Barnardos.

In simplest terms levels of disposals can be ranked as follows:

Early Effective intervention (EEI) –where there is anti-social behaviour but no or very low level crime detected
Police Direct Measure (PDM) – where a child has been charged with a crime however it can be disposed of to social work, 3 rd sector organisation, education etc.
SCRA – higher level offences or persistent or escalating offending
COPFS – or joint reported with SCRA – offences that fall within the Lord Advocates guidelines.

The chart below details the numbers of referrals made to SCRA between 2015 and 2019. These figures show an increase in the number of young people reported to the reporter on offence grounds between 2015 and 2019. Information from SCRA states that for 2019/2020 “across the year the most common disposal for offence referrals is *no further action – current measures.*” This is representative of the work already in place with young people to address their offending. Referrals that don't end in a hearing are still stressful for children as they will be aware of the referral. There is also a great deal of worker time required in gathering the required data to determine if a hearing is required.

Financial Year	Offenders 8 - 15 years	Offenders 16/17 on CSO	Referral to SCRA	Joint Report 8 – 15 years	Joint Report 16/17 on CSO	Police Direct Measure (8 – 15 years only)
2015/16	834	106	90 11%	38	80	690 83%
2016/17	854	45	174 20%	60	34	601 71%
2017/18	598	39	110 18%	20	27	451 76%
2018/19	659	45	211 32%	37	41	418 64%
2019/20	629	24	165 26%	61	19	405 65%

The figures above also represent the number of young people YJMU have dealt with during each time period. A young person will have been counted on each occasion they have offended and each offending outcome will be recorded separately. Police Direct measures are only recorded for 8 – 15 year olds.

The total percentages do not add up to 100% as some offence referrals have been closed as non- investigation due to local agreements.

Data shows shifting trends in the numbers of offences disposed of through Police Direct Measures (PDM's) and Diversion from Prosecution (DfP). For 8-15 year olds we see a decrease in the numbers of disposals through PDM's. The numbers of cases discussed/considered for DfP have fluctuated however appear to be increasing. The reasons behind these changes need to be explored. There are offences that fall under the Lord Advocates guidelines that aren't able to be disposed of through PDM's. The type of offence will go some way to determine the type of disposal. All cases could not have been disposed of without referral to SCRA and/or COPFS without a change in procedure.

Locally we have successful examples of multi-agency approaches to supporting young people involved in offending behaviour. For example in 2019 Dyce was identified as an area that had high levels of youth annoyance and anti-social behaviour calls to police, a number of which resulted in crimes being recorded and children referred to the children's reporter. (A separate project is focusing on prevention of, and effective response to, ASB. *(Add link to that project)*)

Partnership working between Police early intervention worker, Denis Law Street Sports and the Active Schools co-ordinator led to the development of a youth diversionary activity over the summer holidays which took place in summer 2019. Over the course of the summer holidays 100 young people aged between 8-16 years signed up to the session, with an average of 60-70 young people attending each week.

Police Scotland were actively involved in sessions and positive relationships were built between officers and young people. This period saw a reduction in youth annoyance or anti-social behaviour calls in the Dyce area which may otherwise have resulted in PDM or referral to the reporter. The success of this project resulted Street Sport making this a permanent session.

Measures:

- **Outcome measures**

Number of young people (under 18) referred to the children's reporter on offence grounds. Comparison of Police Scotland Crime and SCRA Statistics of number of referrals before and after project.

- **Process measures**

- Number of referral discussions and impact of the discussions.
- Number of referrals to Social Work as an alternative to reporting to SCRA;
- Number of referrals to SCRA where no action taken

<ul style="list-style-type: none"> • Balancing measures 		
<p>Change ideas</p> <ol style="list-style-type: none"> 1. Trial a single point of contact for dedicated discussion between Police and SCRA in relation to whether a referral is required? 2. Discussion between police and scra as to whether a referral is required 3. Explore and enhance the role of the third sector to ensure full understanding of interventions available to address offending behaviour. 4. A Review a sample of cases requiring referral to SCRA to where no action has been taken by them is ongoing. What can be learned and where is the gap? <i>Change ideas to be sought from this</i> 5. Explore and enhance the role of Social Work in opening children as an alternative to referral to reporter? Do they meet the threshold for social work. A single point of contact within reception team to allow a consistent approach. <i>Change ideas to be sought from this</i> <p>The following could also be incorporated:</p> <ul style="list-style-type: none"> • Engagement with School and School Based Officer around educational inputs directed towards communication/sexual/crimes of violence/dishonesty 		
<p>Potential risks and/or barriers to success & actions to address these</p> <ul style="list-style-type: none"> -Restrictions on SCRA and Police with procedures and Lord Advocates Guidelines in relation to offences that must be reported; -No dedicated Reporter to allow case discussions pre referral -Currently services are unable to work in schools for early intervention and crime prevention work. 		
<p>Project Team:</p> <p>Inspector Lorraine Mackie – Police Scotland (Delegated Project Leader) Gail Walker – Youth Justice Manager Julia Milne – Barnardos Andrea McGill – Social Work Service Manager for Children’s services Val Vertigans – Community Justice Officer Roma Bruce-Davies - SCRA Elaine Law - Education</p>		
<p>Outline Project Plan</p>		
Project Stage	Actions	Timescale
<p>Getting Started (Project Score 1-3)</p>	<p>What initial activities are required to get started?</p> <p>Understanding data regarding types of offending, areas of offending, gender and age of offenders.</p>	

	<p>Identify how many cases have been referred to SCRA and no action has been taken. From those, review a sample of these cases. What can be learned and what change ideas can be developed?</p> <p>-Identify gaps in service provision based on analytical work and results.</p>	By December 2020
<p>Designing and Testing Changes (Project Score 4-7)</p>	<p>What activities are required to start testing changes?</p> <p>-Develop a plan for 'test of change' ideas to be delivered and implement initial testing.</p> <p>-This will include identifying dedicated SPOC's for YJMU, SCRA and SW Reception team.</p> <p>-Outline the required information needed to allow for meaningful discussions/decisions to be made between SCRA/YJMU/SW.</p> <p>-SCRA to carry out review of a sample of cases where no action has been taken by SCRA and provide anonymised feedback to the project team.</p> <p>-Identify what educational inputs are provided in schools currently in relation to crime prevention. Identify any gaps in provision.</p>	<p>When do you expect to complete this stage?</p> <p>February 2021</p>
<p>Implementing and sustaining changes that demonstrate improvement (Project Score 7-10)</p>	<p>What actions would be required to implement and sustain the changes that have resulted in improvement?</p>	<p>When do you expect to complete this stage?</p>

	<p>-Awareness raising/learning sessions to be developed and delivered jointly between Police/YJMU/SCRA and SW. This will take place before the testing stage commences.</p> <p>-plan and complete further testing following review of SCRA cases.</p>	<p>April 2021</p>
<p>Spreading Changes (Project Score 9-10)</p>	<p>What actions are required to reach the full scale of the project?</p> <p>-When results are known, establish if the changes have had a positive impact. Consider what we have learned and if there is value in continuing these changes and extend the learning into other areas.</p>	<p>When do you expect to complete this stage?</p> <p>December 2021</p>

Charter 8.4 Joint Reporting to SCRA and COPFS

<p>Improvement Project Title:</p> <p>Joint Reporting to SCRA and COPFS – increase retention by Reporter where appropriate to avoid young people entering the adult criminal justice system unnecessarily.</p>											
<p>Executive Sponsor:</p> <p>Derek McGowan, Chair CJ Group</p>											
<p>Project Lead:</p> <p>Name: Roma Bruce Davies</p> <p>Job role & organisation: Locality Reporter Manager for Grampian, Scottish Children’s Reporter Administration (SCRA)</p> <p>Email address: Roma.BruceDavies@scra.gov.uk</p>											
<p>Aim statement:</p> <p>Increase by 10% the number of 16/17 year olds who are jointly reported to SCRA and COPFS who are offered robust alternatives to entering the statutory system (adult criminal justice system) by 2021.</p>											
<p>Link to Local Outcome Improvement Plan:</p> <table border="1"> <thead> <tr> <th>Stretch Outcome</th> <th>Key Drivers</th> <th>Improvement Project Aim</th> <th>Key Improvement Measures</th> </tr> </thead> <tbody> <tr> <td> <p>8. 25% fewer young people (under 18) charged with an offence by 2026</p> <p><i>(Baseline data: 965 young people charged in 2015-16; 827 in 2016-17; 698 in 2017/18. A 25% reduction is 175 young people)</i></p> </td> <td> <p>8.1 Young people receive the right help at the right time through provision of a strong universal offer alongside availability of multi-disciplinary targeted interventions (using a trauma-informed approach) to improve outcomes for young people at risk of becoming involved in the Justice System</p> </td> <td> <p>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.</p> </td> <td> <p>No. of care experienced children and young people appropriately diverted from the adult Criminal Justice System.</p> </td> </tr> </tbody> </table>				Stretch Outcome	Key Drivers	Improvement Project Aim	Key Improvement Measures	<p>8. 25% fewer young people (under 18) charged with an offence by 2026</p> <p><i>(Baseline data: 965 young people charged in 2015-16; 827 in 2016-17; 698 in 2017/18. A 25% reduction is 175 young people)</i></p>	<p>8.1 Young people receive the right help at the right time through provision of a strong universal offer alongside availability of multi-disciplinary targeted interventions (using a trauma-informed approach) to improve outcomes for young people at risk of becoming involved in the Justice System</p>	<p>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.</p>	<p>No. of care experienced children and young people appropriately diverted from the adult Criminal Justice System.</p>
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<p>Why is this important</p> <p>Where a child is alleged to have committed an offence their age, looked after status and nature of alleged offence will determine the route they take through the justice system. The Lord Advocates Guidelines on reporting to Procurator Fiscal (COPFS) of offences alleged to have been committed by children and the Joint Protocol on decision making in cases of children jointly reported to the Procurator Fiscal and Children’s Reporter have the following definition of a child;</p> <p><i>“a “child” is as defined in section 307 of the Criminal Procedure (Scotland) Act 1995 and section 199 of the Children’s Hearings (Scotland) Act 2011, namely:</i></p> <ul style="list-style-type: none"> • A person under the age of 16 years; or 											

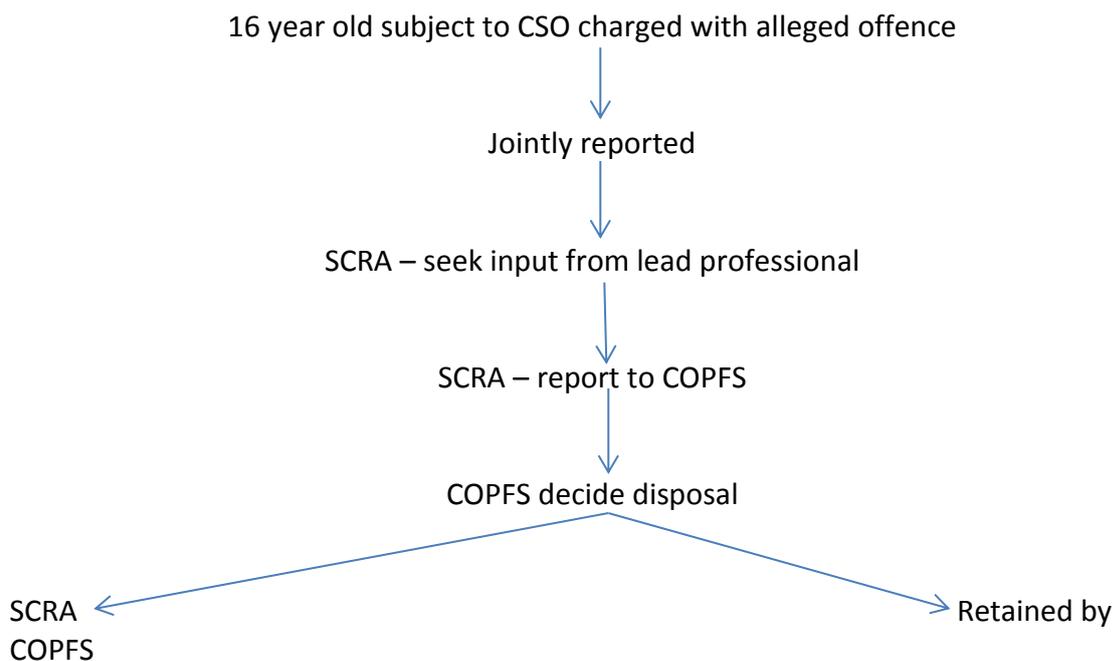
- A person aged 16 and 17 years who is subject to a compulsory supervision order; or
- A person over the age of 16 years whose case has been remitted to the Principal Reporter under section 49(7)(b) of the Criminal Procedure (Scotland) Act 1995 to arrange a Children’s Hearing for the disposal of the case by a Children’s Hearing; or
- A person over the age of 16 years who was referred to the Principal Reporter before they turned 16, but a ‘relevant event’ has not yet occurred. (This includes a situation where the Principal Reporter received the jointly reported case in relation to the child prior to their 16th birthday, but the decision that the Principal Reporter is to deal with the case was not made until after the birthday).

A ‘relevant event’ is defined as being:

- The making of a Compulsory Supervision Order;
- The notification to the person that the question of whether a Compulsory Supervision Order should be made will not be referred to a Children’s Hearing; or
- The discharge of the referral to the Principal Reporter.”

Breakdown of the number of 16/17 year olds who are subject to CSO and those where a “relevant event” jointly reported is not available. However anecdotally we know the majority are subject to CSO’s therefore are care experienced.

Example



When children are jointly reported SCRA will undertake research and make a recommendation to COPFS as to whether the child should be referred to SCRA. COPFS make the final decision on whether they will retain the case or refer it to SCRA.

We know that locally 16/17 year old who are jointly reported are more likely to be retained by COPFS. Local data for the period June 2019 to May 2020 shows that of the 29 16/17 year olds jointly reported 15 were retained by COPFS. In the same period there were 62 8-15 years olds jointly reported only 8 of these were retained by COPFS.

The local picture is reflected nationally. *“The children who were prosecuted in the courts in Scotland in 2017-18 were aged 13-17; there was one 13 year old, one 14 year old, nine 15 year olds, 384 16 year olds and 1,381 17 year olds (Scottish Government data, shared with the author August 2019). There appears to be a particular issue here about ensuring our response to 16 and 17 year olds acknowledges their status as children, questioning compliance with Article 1 of UNCRC44.”* - [CYCJ - Rights Respecting Scotland’s approach to children in conflict with the law](#).

The UNCRC is to be fully incorporated into Scottish law and the United Nations Committee on the Rights of the Child is clear that “the child justice system should apply to all children above the minimum age of criminal responsibility but below the age of 18’ (United Nations Committee on the Rights of the Child, 2019: para 29).” - [CYCJ](#). By retaining our 16/17 year olds in an adult justice system we will potentially be in breach of the UNCRC.

There are numerous reasons why children should not be in contact with adult services. Children should be supported in the systems designed for them and understand their needs. Children who are in conflict with the law and are taken into adult systems have poorer outcomes and higher rates of re-offending than those who are supported in children’s systems

It is estimated that between 50-70% of children in contact with the justice system have speech, language and communication needs (SLCN). Where children are unable to understand what is happening how can there be confidence that they have received a fair trial? Children with SLCN are often misinterpreted, lack of eye contact, one word answers and in ability to express self can often be interpreted as guilt.

There is a large amount of evidence that highlights the link between a child’s vulnerability, victimisation and offending. Many children who display offending behaviour have experienced trauma and crime in their own lives. Trauma experienced impacts on brain development and experiences of trauma without care, nurture and protection can result not just in psychological, cognitive and emotional difficulties but affecting one’s physical health too. It is now recognised that the brain is not fully mature until our mid 20’s and brain development can be impacted by a range of factors. To expose children who are developmentally not ready to an adult system, with assessment and interventions that are designed for use with adults is at best ineffective at worst potentially highly damaging to the young person. - *“By understanding how negative and positive experiences affect brain structure and development and that the brain is adaptive to such influences, we can use interventions to create positive experiences to teach children and young people the skills they need to move away from offending behaviour.”*- [CYCJ](#) .

For COPFS to make referral to SCRA they need to have all relevant information about the child to inform their decision. SCRA undertake research and will seek information from social work on the child to inform their recommendation as to whether the child should be referred to SCRA or not.

When SCRA request information from social work on their assessment, care plan and interventions they are/will undertake to address the offence they will approach the child’s lead professional. How long the lead professional has worked with the child, their experience of children who offend and understanding of the system will impact on the

information they share with SCRA. This part of the process could be improved if there was a single point of contact within social work that was aware of all jointly reported young people and therefore able to offer support and guidance to the lead professional and ensure that information is shared in a timely manner. A single point of contact would be able to ensure that information shared is of appropriate detail and quality to inform SCRA's recommendation and therefore COPFS.

Workforce development on the protocol of jointly reported children will be of benefit as will training on sharing assessment, care plan and current and planned interventions. This will ensure that all workers are confident in the process and the information that they share.

There have been attempts to gain representation from COPFS to meetings for the charter however these have been unsuccessful. Historically cases would have been marked by COPFS locally and we would have been able to build a collaborative approach on this issue. However cases are now marked centrally posing a significant barrier to making our aim successful. In national forums we hear language that would suggest COPFS are considerate of young people's needs and vulnerability however we see case examples where this national message appears not to be filtering to the PF's marking the cases. There can be challenges in communicating with COPFS and delays for more serious charges that are marked by the Crown Council. These are challenges that require a national strategy to ensure that all parts of the process understand what our children in conflict with the law require.

Measures:

Outcome measures -

- % of young people who are jointly referred and retention rates – baseline and comparative data. Base line data is period June 2019 – May 2020. 29 16/17 year olds were jointly reported in the period, 15 were retained by COPFS.

Process measures

- Time between SCRA being aware to joint referral and advising single point of contact in social work of this.
- Improved timeous communication between SCRA and COPFS – baseline and comparison of delayed joint referrals
- Time of social work being aware of joint referral and communicating care plan and interventions to address the offence to SCRA
- Number/% of SCRA referrals to COPFS which include all relevant details of care plans and interventions available
- Number attending practice training sessions (SCRA, COPFS, Social Work)
- Outcome of case sampling exercise to ensure compliance with protocol.
- Improved understanding and confidence of workforce (SCRA / COPFS / SW) of the operation of the [Joint Protocol](#) on decision making in the cases of children jointly reported to the Procurator Fiscal and Children's reporter – agreement between COPFS and SCRA.

Balancing measures

- Increase in awareness of reporters of interventions available in general and in particular cases to address offending and improvement in communication by / social work – self assessment / supervision / reduction in delayed joint referrals.

Change ideas

- Improve timeous communication of care plans and planned interventions by social work to SCRA by
 1. Implementing a single point of contact system for SCRA to inform social work of young people who are jointly reported.
 2. Producing an implementing workforce development on communicating care plans and planned interventions with SCRA and need to do timeously
- Improve timeous communication of care plans and planned interventions by SCRA to COPFS by
 1. Ensure that reporters include all relevant details of care plans and interventions available to better inform COPFS consideration of joint referrals.
 2. Exploring whether local links with COPFS can be developed to ensure consistency of approach and awareness of local interventions.
- Improve knowledge and understanding in the workforce (SCRA, COPFS, social work) of the Joint Protocol governing Joint referrals by
 1. Providing a practice Training session / briefing note on Joint Referrals for Reporters.
 2. Providing a Practice Training session / briefing note on Joint Referrals for COPFS.
 3. Providing a training session / briefing note on the operation of the protocol for social work.
 4. Case sampling exercise to ensure compliance with protocol.

Potential risks and/or barriers to success & actions to address these

- Staff/service/organisational capacity.
- SCRA implementation of new digital system will impact on capacity.
- COPFS central approach to marking may be a barrier to developments.
- Challenges were cases are held by the crown council – increases time and level of communication different than those held by COPFS.
- Resources / available interventions to address serious and high risk offending.
- Level of engagement of young person will impact decision-making.
- Very serious and high risk offences are likely to still be retained by COPFS and therefore ability to achieve increase in retention is dependent on nature and number of offences in the period.
- Small numbers of offence referrals overall can skew data particularly when expressed as percentages.
- COVID and impact on workloads

Project Team (proposed):

Roma Bruce Davies, SCRA
 Eilidh Wright, COPFS
 Andrea McGill, Service Manager, Integrated Children and Family Service
 Julia Milne WSA Lead for Aberdeen City Council
 Isla Wilson, Team Manager, Includem
 Forest Templeton, Aberdeen Young Person's Rights Service
 Hazel Flett, Criminal Justice Social Work
 Kayleigh Alexander, Youth Team

Outline Project Plan

Action	Timescale
Identify Project Team	Complete
Project Team Initial Meeting	29.10.20
Obtain baseline data (retention rates) for 2019 – 2020	Complete
Obtain baseline data (process measures)	February 2021
Case sampling exercise (compliance)	February 2021
<ul style="list-style-type: none"> • Improve timeous communication of care plans and planned interventions by social work to SCRA <ol style="list-style-type: none"> 1. Implement single point of contact systems for SCRA to inform social work of young people who are jointly reported. 2. Workforce development on communicating care plans and planned interventions with SCRA and need to do timeously 	February 2021
<ul style="list-style-type: none"> • Improve timeous communication of care plans and planned interventions by SCRA to COPFS <ol style="list-style-type: none"> 1. Ensure that Reporters include all relevant details of care plans and interventions available to better inform COPFS consideration of joint referrals. 2. Explore whether local links with COPFS can be developed to ensure consistency of approach and awareness of local interventions. 	February 2021
<ul style="list-style-type: none"> • Improve knowledge and understanding in the workforce (SCRA, COPFS, social work) of the Joint Protocol governing Joint referrals <ol style="list-style-type: none"> 1. Practice Training session / briefing note on Joint Referrals for Reporters. 2. Practice Training session / briefing note on Joint Referrals for COPFS. 3. Training session / briefing note on the operation of the protocol for social work. 4. Case sampling exercise to ensure compliance with protocol. 	January 2021 – February 2021

Project Stage	Actions	Timescale
Getting Started (Project Score 1-3)	Draft charter developed Project team identified Project team meet Gather and analyse baseline data	Completed September 2020 October 2020 January 2021
Designing and Testing Changes (Project Score 4-7)	Plan testing of initial change ideas Review change ideas and confirm with project team Engage with Young people (service users)	February 2021
Implementing and sustaining changes that demonstrate improvement (Project Score 7-10)	Implement Change Ideas Deliver Training	February 2021 January 2021
Spreading Changes (Project Score 9-10)	No major actions required to scale up given size of reporter team and volumes of joint referrals.	N/A

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Charter 8.5 - Reducing Digital Offending

Improvement Project Title – Preventing under 18s offending across digital platforms			
Executive Sponsor - Derek McGowan			
Project Lead Name: David Paterson Job Role & Organisation: Chief Inspector, Police Scotland Email Address: david.paterson2@scotland.pnn.police.uk			
Aim statement – <ul style="list-style-type: none"> i) Increase the number of awareness-raising events by 20% relating to ‘digital’ offending by 2021, and ii) Reduce the number of ‘digital’ offences by 10% from 2021-26 <p>The LOIP aim had no specific numerical target and having reviewed baseline data, the project will look to develop new methods for awareness raising events and a 20% increase will be challenging but achievable.</p> <p>The digital offending data revealed only 56 offences in the last recorded year. It is reasonably anticipated an unintended consequence of the project will be to unearth under-reporting. In the absence of this and in light of the relatively low number of crimes, a 10% decrease appears a reasonable target, accepting this type of offending will require a medium to long-term approach to change culture.</p>			
Link to Local Outcome Improvement Plan			
Stretch Outcome 8. 25% fewer young people (under 18) charged with an offence by 2026 <i>(Baseline data: 965 young people charged in 2015-16; 827 in 2016-17; 698 in 2017/18. A 25% reduction is 175 young people)</i>	Key Drivers 8.1 Young people receive the right help at the right time through provision of a strong universal offer alongside availability of multi-disciplinary targeted interventions (using a trauma-informed approach) to improve outcomes for young people at risk of becoming involved in the Justice System	Improvement Project Aim j) 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.	Key Improvement Measures No. of awareness-raising events regarding ‘digital’ offending e.g. sexting <i>(Baseline data: 16/17 – 105; 17/18 - 128)</i> No. of ‘digital’ offences committed by under 18s <i>(Baseline data: 16/17 – 40; 17/18 – 65)</i>
Why this is important			
Overview Unwanted distribution of digital sexual material by young people is a major concern for parents, teachers and professionals.			
The Police Scotland Aberdeen City Annual Report on juvenile offenders showed during 2018/19, 672 young people (under 18) were charged with offences in Aberdeen,			

recording a total of 1481 offences, with anti-social behaviour, assaults and acquisitive crime accounting for a significant proportion.

In terms of sexually orientated crimes, only 69 were recorded.

This 'digital' offending number within these sexually motivated crimes, ranging from sending indecent or intimate images, sharing or showing pictures and sexually inappropriate messaging, sits at **56**, representing 3.8% of the total offence figure for overall youth offending in Aberdeen City. All incidents are robustly reviewed and the crimes recorded meet the threshold for 'criminality' under the Scottish Crime Recording Standards. Incidents falling short of the threshold remain as 'incidents' and are disposed of out with the youth justice system, whether by schools, parents/guardians or informal advice. There is no available date to capture these incidents,

The break-down of the 56 offences details 69% in the 8-15 age bracket and 31% aged 16-17.

Crime Type	2018/19	
	8 - 15 Yrs	16 - 17 Yrs
Coercing a person into being present/ looking at sexual activity	11	5
Communicating indecently	6	0
Cause to be Present Sex Act/To Look at Sex Image - (< 13)	8	2
Communicate Indecently/Cause see/hear Indecent <u>Comm</u> - (< 13)	0	1
Cause to be Present Sex Act/Look at Sex Image-M&F(13-15)(Consensual)	1	4
Communicate Indecently/Cause see/hear Indecent <u>Comms</u> -(13-15) (Consensual)	1	1
Threatening to disclose an intimate image	2	0
Disclosure of an intimate image	6	2
Communications Act 2003 (sexual)	3	3
Division Total	38	18

All statistics are provisional and should be treated as management information. All data have been extracted from Police Scotland internal systems and are correct as at 08/01/2020.

Work is ongoing to extract the 2019-20 data which is expected to provide similar volume.

On dip sampling the crime reports, the narrative around the offending profile indicates a gap in understanding of the legality of the action, peer pressure and lack of appreciation of impact and risk around this behaviour.

National research was commissioned by the NSPCC to explore the feelings and experiences of young people aged 11-16 relating to online pornography. Some of the notable findings relating to this charter;

- Young people's definition of 'sexting' is textual not visual
- The vast majority of young people had not taken naked 'selfies', but 36% of children who had taken nude or semi-naked self-photographs reported that they had been asked to show these images to someone online

- Boys actively searched for sexual images online (59%) more than girls (25%) of those who answered the question
- A significant gender difference was demonstrated in why sexual orientated images were shared. 59% of girls reported sharing images after being asked to, whereas 70% boys reported sharing images without being asked
- Young people had limited knowledge of how to remove online images of themselves

Boys and young men generally view pornography more positively and state that they view it primarily out of curiosity while girls and young women generally report that it is unwelcome and socially distasteful.

Traditionally interventions have been targeted at victims through 'online safety' awareness. Whilst this 'target hardening' approach has a role to play, efforts to address perpetrator behaviour and understand the motives of those who share sexual material without consent should be enhanced.

Recent research found sex and relationship education around youth 'sexting' needs updating and requires to extend to raise awareness amongst young people of their responsibility to their peers as bystanders and how they might unwittingly promote harmful sexting practices.

The broader youth cultural context surrounding sexting acknowledges that in their attitudes towards peers involved with sexting, young people form judgments based on age-old gender stereotypes and assumptions. In general young boys are encouraged to participate actively or passively, while young women who share images with partners who then betray their trust are generally shamed.

Education into digital offending should be a platform for critical learning about relationships, sex, rights, responsibilities, ethics and justice.

Initial local research reveals there are already numerous good quality information sources for those looking to be informed including;

Scottish Government - Key Messages for Young People on Healthy Relationships and Consent

<file:///C:/Users/1372234/AppData/Local/Microsoft/Windows/INetCache/Content.Outlook/OUKCS62Y/key-messages-young-people-healthy-relationships-consent.pdf>

Childline <https://www.childline.org.uk/info-advice/bullying-abuse-safety/online-mobile-safety/sexting/>

Aberdeen H&SCP - Sexual Health & Relationship Education

Disrespect NoBody campaign <https://www.disrespectnobody.co.uk/>

Relationships Sexual Health & Parenthood <https://rshp.scot/wp-content/uploads/2019/08/Part-3.-Sending-and-Sharing-Images-Activity-plan.pdf>

Police Scotland Youth Hub <https://www.scotland.police.uk/youth-hub/>

Crimestoppers <http://www.fearless.org/en/professionals/resources/cyber-crime>

It appears there is no issue about the availability of information or guidance.

Existing projects are ongoing through Aberdeen Law Project, CyberSafe Scotland through the Aberdeen City Child Protection Committee Action Plan and traditional Police inputs through School Liaison Officers continue to be delivered. This project will not duplicate any existing work.

Raising awareness is clearly key to enhancing knowledge and understanding of actions. Understanding youth culture around use of digital devices from a parental and professionals perspective is an issue to be addressed and education around the thresholds of criminality.

The relatively low numbers of reported digital offences suggest there is 'under-reporting' in this area and the project will look to identify the reasons for this and through positive engagement, encourage and build resilience and confidence for young people, teachers and parents to report. The likely consequence is an increase in recorded offending.

Lack of proactivity in finding out whether something is illegal could be considered one of the issues that requires to be addressed, and clearly raising awareness is key to reducing offences, however as previously alluded to there may be an unintended consequence of increased knowledge and confidence to report seeing a rise in figures.

The change ideas are primarily around the content of learning and awareness raising material being delivered, the target audience, the timing and method of communication.

The project team will assess the effectiveness of the current provision and consider whether to introduce new methods through change ideas or alternatively up-scale existing work. Further preparatory work is required to extract local data to identify any gender/age group/trends and/or seasonal spikes to target and shape awareness raising sessions/intervention more analytically.

Measures

- **Outcome measures**

- Number of awareness raising events relating to digital offending
- Number of under 18s charged with digital offences

- **Process measures**

- Number of S1 pupils receiving awareness raising sessions or receiving digital awareness in induction packs
- Number of 'hits' on digital offending app

- Number of viewings of video and assessment of 'before and after' surveys
- Number of new ideas generated from the 'young person group'
- Number of parent/guardian survey participants and sessions delivered
- **Balancing measures**
 - The unintended consequences of increased awareness may be an increased confidence in reporting and a resultant increase in recorded offending levels

Change Ideas

- Deliver awareness inputs around legalities of digital offending starting with an S1 year group in a single school based on analysis
- Develop digital marketing techniques to capture the target audience by the creation or enhancement of inter-active mobile phone app
- Raise 'bystander' awareness starting with a S1 year group in a single school by production of video and related knowledge check surveys pre and post viewing
- Develop a 'young person' group to understand the culture and inform method and content of delivering digital offending material
- Identify level of knowledge of parents/guardians through survey and develop bespoke training sessions

Potential risks and/or barriers to success & actions to address these

- Limited time and large amount of information already passed at induction times, danger of getting lost.
Mitigate by making the information easily accessible
- Under-reporting of incidents which are unearthed and increase number of offences
Mitigate by regular monitoring and investigate spikes to establish if trends are directly linked to charter interventions
- Whilst exploring existing inputs/training already being delivered across the city to identify gaps, duplication of effort and potential mixed messages may be encountered.
Mitigate through project group forming a cohesive delivery plan
- COVID restrictions minimise delivery of face-to-face interactive sessions
Mitigate by identifying alternative virtual means to deliver sessions

Project Team (Provisional)

David Paterson – Police Scotland – Project Lead
 Hannah Beagrie – Lead Guidance Teacher
 Hannah Bennett – ACC Child Protection Development Officer
 Rachel Thompson – Aberdeen H&SCP (C&YP Health Improvement Project)
 Annabel Turner – CyberSafe Scotland
 Helena Siebenrock – Aberdeen Law Project
 Julia Milne – RAFT Team, Barnardos
 Lesley Clark – Police Scotland, Child Protection Committee CSE & Online Safety Group
 Kim Wood – Police Scotland, Safer Communities

Outline Project Plan

Project Stage	Actions	Timescale
Getting Started (Project Score 1-3)	<ul style="list-style-type: none"> Form team and hold workshop to analyse existing local data, identify change ideas and agree outcomes. Gather baseline data for project measures and put systems in place for any data not currently gathered 	By November 2020
Designing and Testing Changes (Project Score 4-7)	<ul style="list-style-type: none"> Develop a plan for 'test of change' ideas to be delivered in single school/year group Design and test digital techniques 	By April 2021 By June 2021
Implementing and sustaining changes that demonstrate improvement (Project Score 7-10)	<ul style="list-style-type: none"> Main streaming and embedding of processes. Data gathering & refining to be continued 	By October 2021
Spreading Changes (Project Score 9-10)	Possible funding, <ul style="list-style-type: none"> Extend learning and processes to schools, adapting to specific demographics Consider requirement to deliver to out-of school/community and/or sports groups Possibility of funding to upscale project 	By December 2021

Charter 9.2 Tackling Domestic Abuse

Improvement Project Title			
Tackling Domestic Abuse			
Executive Sponsor			
Derek McGowan, Chair, Community Justice Group			
Project Leads			
<p>Name: Lucy McNicol Job Role & Organisation: Development Officer, Aberdeen City Council Email Address: lumcnicol@aberdeencity.gov.uk</p> <p>Name: Isabel McDonnell Job Role & Organisation: Lead Service Manager, Aberdeen City Council Email Address: imcdonnell@aberdeencity.gov.uk</p> <p>Name: Julia Milne Job Role & Organisation: Team Manager, RAFT, Barnardos, Email Address: julia.milne@barnardos.org.uk</p>			
Aim statement (as defined in LOIP)			
<p>Using a whole population approach</p> <ul style="list-style-type: none"> • increase the awareness of domestic abuse by Dec. 2021 • reduce number of children who are witness * to domestic abuse by Sept. 2022 • decrease number of reported incidents by 30% by 2026. <p>(This being the ultimate expected result, though expectation is that initially there will be an increase in reporting, if not in actual incidents. Numbers will be monitored throughout the duration of the project)</p> <p><i>* though it is recognised that children experience domestic abuse, even if they do not witness it</i></p>			
Link to Local Outcome Improvement Plan			
Stretch Outcome	Key Drivers	Improvement Project Aim	Key Improvement Measures
9. 25% fewer people receiving a first ever Court conviction each year by 2026	9.4 Changing attitudes about domestic abuse in all its forms	Using a whole population approach: j) Increase awareness of domestic abuse by 2021; ii) reduce number of children who are witness to domestic abuse by 2022; iii) decrease number of reported incidents by 30% by 2026 iii)	Number of awareness-raising events tackling domestic abuse across Aberdeen City (Baseline data: 17/18 – 12) % secondary schools with mentors in violence prevention scheme in place (Baseline data: 0) Number of reported domestic abuse incidents (Baseline data: 16/17 – 2,513 17/18 – 2,757)

Stretch Outcome	Key Drivers	Improvement Project Aim	Key Improvement Measures
3. 95% of children (0-5 years) will reach their expected developmental milestones by the time of their child health reviews by 2026	3.2 Keeping young children safe.	Reduce number of children who are witness to domestic abuse by 2022.	Number of health visitor routine inquiry's that indicate domestic abuse in the home Number of domestic abuse reports with children regarded as present

Why this is important

Wider Context

Domestic abuse significantly impacts people’s daily lives and it exists in all sections of our communities. Domestic abuse can exist in all types of relationships between partners and ex partners, irrespective of gender, race, religion, or type of background. Though, as a form of gender-based violence, domestic abuse is mainly perpetrated by men against women. (Around four out of every five incidents of domestic abuse in 2017-18 had a female victim and a male accused. This proportion has remained very stable since 2011-12.)

The Police and Crown Office Procurator Fiscal Service agreed definition of Domestic Abuse is -

“any form of physical, verbal, sexual, psychological or financial abuse, which might amount to criminal conduct and which takes place within the context of a relationship. The relationship will be between partners (married, cohabiting, civil partnership or otherwise) or ex-partners. The abuse can be committed in the home or elsewhere including online.”

All too often when people think of domestic abuse, they think of physical violence, but it is usually much more than that. It covers the entire spectrum of behaviour by perpetrators – including isolated incidents, as well as a course /pattern of conduct with both violent and non-violent abusive behaviour. Sometimes this will involve elements and tactics of coercive control, which can involve a range of behaviours designed to control and harm a victim.

Domestic abuse is not something that just happens once – it usually gets worse over time. Domestic abuse impacts on many areas of victims’ lives, from stress & trauma to restrictions on their economic independence.

A common question is “Why doesn’t the victim just leave?” In addition to the psychological, emotional, financial, or physical threats, leaving can be highly dangerous. There is a huge rise in the likelihood of violence after separation. In 2017, 55% of the women killed by their ex-partner/spouse were done so within the first month of separation and 87% in the first year (Femicide Census, 2018)

The below table shows the number of Incidents of Domestic Abuse recorded by Police nationally and in Aberdeen:

	Scotland	Aberdeen
2013-14	58439	2487
2014-15	59882	3088
2015-16	58104	2570
2016-17	58810	2522
2017-18	59209	2763
2018-19	60110	2483
2019-20	62160	2530

Nationally in 2018-19, the rate per 10,000 population was 112, for Aberdeen it was 110. 652 domestic abuse incidents were recorded in Aberdeen during the first quarter of 2019-20 (Apr to Jun), against 611 during the same period in 2018-19.

These statistics do not reveal the incidence of all domestic abuse committed since not all incidents are reported to the police. In conjunction with the Scottish Crime and Justice Survey (SCJS), the statistics help to assess the extent and impact of domestic abuse in Scotland. There are various reasons for such under reporting i.e., victims experience fear and shame as common effects of domestic abuse or it may also be caused by an accused physically preventing a victim reporting the domestic abuse. This will represent as a continued challenge, as victims come to an acceptance of this behaviour as 'normal' and part of the relationship. The coronavirus pandemic has created further challenges for survivors living with domestic abuse.

New (COVID-related) stresses arising from early learning and childcare, school and business closures, family confinement and isolation alongside physical and psychological health impacts, have potential to be a trigger for abuse and we recognise that high stress home environments will increase the likelihood of domestic abuse. This has been occurring at a time when victims and perpetrators have been forced to spend increased time together and when all have been less visible to a range of professionals or to extended family members and friends who would normally have engaged with them and at a time when services have been under acute pressure.

[Equally Safe](#) is Scotland's Strategy to prevent and eradicate violence against women and girls. Aberdeen's Violence Against Women Partnership brings partners together in the city to take forward the priorities identified in the national strategy. This project identifies three specific areas/workstreams which align with the national strategy and the VAWP Strategy and Action Plan, focusing on specific local issues:

- 1. Increase awareness of domestic abuse by Dec. 2021** – to focus on increasing awareness of healthy relationships and coercive control among young people aged 14-19;
- 2. Reduce the number of children who are witness * to domestic abuse by Sept. 2022** (*recognising that children experience domestic abuse, even if they do not witness it) – to focus on increasing awareness of the impact of domestic abuse on children and improving the response; and
- 3. Decrease number of reported incidents by 30% by 2026** – to focus on increasing the number of people at risk of perpetrating domestic abuse engaging with earlier intervention.

All three of the areas for improvement highlighted above are closely linked but will be progressed via the testing of change ideas relevant to the specific themes and will be taken forward by separate project teams. ACC's Development Officer Domestic Abuse, Alcohol and Drugs will sit on all three project teams to ensure coordination.

The remainder of this section of the charter focuses more specifically on the three areas for improvement highlighted above.

1. Increase awareness of domestic abuse by Dec. 2021 – to focus on increasing awareness of healthy relationships and coercive control among young people aged 14-19

Young people impacted directly by domestic abuse by a partner or ex-partner continue to be the 'hidden' victims of domestic abuse, with only 1% of those aged under 18-year old accessing support services. This is despite young people (16-19-year olds) experiencing the highest rate of domestic abuse of any age group (Safe Young Lives, 2017). Furthermore, abuse can begin even earlier than age 16 for large numbers of young people. A survey of 13 to 17-year olds found that 25% of girls and 18% of boys reported having faced some form of physical violence from an intimate partner.

Research conducted by SafeLives reveals that young people, including those under the age of 16, can face all types of domestic abuse and the probability of experiencing high severity abuse is no different to adults. In fact, the data indicates the levels of high severity abuse may be highest within the youngest age group.

Young people experience a complex transition from childhood to adulthood, which affects their behaviour and decision making. It may influence the way that they respond to abuse as well as how they engage with services. Moreover, they may be unequipped to deal with the practical problems such as moving home or finances. As a result, young people who experience domestic abuse do so at an especially vulnerable point in their lives (Safe Young Lives, 2017).

The abuse that young people experience may look different to the abuse that adults experience. Young people commonly experience abuse through new technologies and social media, which can be used as a monitoring or harassment tool by the perpetrator. A study by NSPCC found that the role of mobile phones and internet social networking sites was a key feature of nearly all young people's relationships and that new technologies may facilitate, and possibly exacerbate, the problem of partner control in the lives of young people.

SafeLives data shows that young people are more likely than adult victims of abuse to be in a relationship with the perpetrator at the point at which they seek out support. Research by Women's Aid found that a third of teenage girls have been in an abusive relationship. In addition, when the remaining two-thirds were asked further questions, it emerged that 64% of them had, in fact, experienced abusive behaviour – they just didn't realise it was abuse. Further research studies highlight that they may not see themselves as a 'victim' and attempt to normalise the perpetrators behaviour due to a lack of understanding of healthy relationships/coercive control. The need for awareness raising of coercive control among teenagers who are in emotionally abusive relationships should

be recognised. Young people need to be educated and informed on the common themes of coercive relationships which include (but are not limited to) excessive jealousy, repeated criticism, and sexual coercion. Further need for awareness and education around healthy relationships is highlighted in the research project Boys to Men. The study found that 49% of boys and 33% of girls aged 13 – 14 believed that hitting a partner would be 'okay' in at least one of twelve scenarios they were presented with. Evidence provided to the Women and Equalities Committee inquiry on sexual harassment and sexual violence in schools highlighted a 'normalisation' of sexual harassment and abuse among young people. The report concludes 'Research with 13–18-year olds suggests that young people trivialise and justify violence against women and girls, view some forms of sexual harassment as normal and even inevitable and excuse rape.' This is particularly impactful as research suggests that when young people experiencing abuse do seek advice and support, this is typically from their peers (Safe Young Lives, 2017).

Situation in Aberdeen

Young people who experience domestic abuse are more than twice as likely to self-harm compared to older victims (Safe Young Lives, 2017). This became apparent at a local level in 2016 when an 18-year-old student at The University of Aberdeen took her life as a result of an abusive relationship. This led to a campaign in 2017 to highlight the prevalence of domestic abuse among young people, again emphasising that 16-19-year olds are the most affected by domestic abuse. The project will work in collaboration with North East Scotland College (NESCOL) to continue to raise awareness of domestic abuse among students aged 16-19 and will look to increase their knowledge and understanding of coercive control through the development of a training unit as part of the Curriculum. Currently NESCOL provide some basic information around gender-based violence, consent and are looking at providing training from Rape Crisis. There is little in the way of awareness around coercive control and healthy relationships and it is hoped that this project can fill the gaps around these areas.

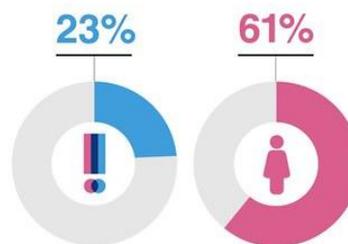
SafeLives, as part of the national Whole Lives Scotland project, will be exploring service access for young people who have experienced domestic abuse, to begin in October 2020 with initial research findings available around March 2021. It is anticipated that this project will work closely with SafeLives throughout their research and that local data around young people and domestic abuse will evolve from the work they will carry out. It is hoped that the project can use the recommendations/findings of Whole Lives Scotland to raise awareness further amongst young people and enhance service access.

Spotlight #3 Young People and Domestic Abuse

Source: SafeLives Children's Insights 2015-17, young people aged 13-17



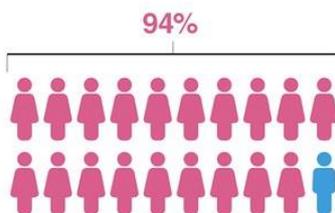
Almost a quarter (23%) of young people exposed to domestic violence are also demonstrating harmful behaviour themselves, and **in 61% of cases the abuse is directed towards their mother.**



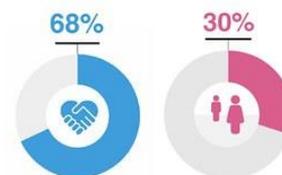
Just under half of young people exposed to domestic violence are being directly **harmed by the family member**



94% of young people experiencing abuse within their intimate relationships are **female**



Young victims of domestic abuse are **more likely to experience abuse from an intimate partner** (68%) than an ex-intimate partner (30%)



i) Culture Change

Domestic abuse is a challenging issue to tackle because of stigma, public perception and particularly as so much of it goes unreported. The average duration of abuse before effective support is sought is 4 years, (Whole Lives 2019). The focus of this project, based on the evidence and through engagement with young people in Secondary school and college, will be trying to change cultural understanding and thinking. We know that attitudes are formed in early years, and education settings play a critical role in the shaping of these attitudes.

ii) Mentors in Violence Prevention Programme (MVP)

MVP is a peer mentoring programme that gives young people the chance to explore and challenge the attitudes, beliefs and cultural norms that underpin gender-based violence, bullying and other forms of violence. It is Scotland's largest anti-violence schools programme, operating in more than 20 local authorities.

In Aberdeen -

- There are 11 secondary schools
- 4 secondary schools have already implemented the MVP Programme
- A further 3 secondary schools have agreed to implement the MVP Programme in 2020 (*delayed due to COVID*)
- With the remaining 4 secondary schools to implement the MVP Programme in 2021 (*likely to be delayed due to COVID*)

During 2019/20, 3 of the 4 Secondary Schools with MVP in place reported a total of 77 pupils trained in delivering MVP to fellow pupils with 592 pupils having received MVP input.

School	No pupils MVP trained 2019/2020	No pupils receiving MVP input 2019/20
Aberdeen Grammar School	45	180

Bridge of Don Academy	7	232
Hazlehead Academy	No data received yet	No data received yet
St Machar Academy	25	180

The Mentors in Violence progress report for 2018-2019 highlights that Aberdeen City is currently sitting at 'amber' in terms of progress to sustainability. This indicates that Aberdeen have in place:

- Initial school training mentors and working towards or delivering the programme
- Steering group has a long-term plan in place to include:
 - Staged plans to train remaining authority schools
 - Training and support to build and sustain capacity in all schools
 - Identification and training of trainers
- Agreed evaluations are being completed

Ultimately the aim is for Aberdeen to be sitting at green in terms of MVP sustainability. This will involve having:

- Local identified mentor support staff are trained as trainers
- Training team is in place
- Staged plan to train remaining schools and build capacity is actioned
- CPD/support system is in place
- Agreed data is collected and reported
- Steering group meets as agreed
- Coordinator attends National MVP co-ordinators meeting
- Quality assurance system is in place

This project aims to test ideas that raise awareness of the MVP programme, as well as domestic abuse, within the 4 secondary schools that currently do not have the MVP programme, to encourage them to sign up. Furthermore, it is anticipated that the project will raise awareness of domestic abuse within schools that currently have the MVP programme with the aim of increasing the number of pupils who sign up to be peer mentors. It is expected that further MVP training will be delivered virtually considering the coronavirus pandemic.

Focus of this element of the project

In summary the project will seek to raise awareness of healthy relationships and coercive control via:

- Targeted awareness raising with young people using appropriate media
- MVP programme in Aberdeen secondary schools
- Awareness raising within NESCOL Aberdeen campus

It is anticipated that this element of the project will be completed by December 2021. The length of the project takes into consideration school/college holiday periods and examinations. It is intended that the project will be upscaled to further education settings (universities) and community hubs once change ideas have been tested.

2. Reduce number of children who are witness * to domestic abuse by Sept.

2022 (*recognising that children experience domestic abuse, even if they do not witness it) – to focus on increasing awareness of the impact of domestic abuse on children and improving the response

Children who live with domestic abuse are, themselves, experiencing abuse. Domestic abuse is a key signifier of wider adversity in a child's life – for instance, problematic substance use and mental health problems are often caused or exacerbated by domestic abuse (Humphreys, C. (2002) 'Domestic violence and child protection: exploring the role of perpetrator risk assessments', Child and Family Social Work, 12) and domestic abuse is the most common context for child abuse, (Walby S. & Allen J. (2004) Domestic Violence, Sexual Assault and Stalking: Findings from the British Crime Survey, Home Office Research Study 276, London: Home Office).

Research indicates that in 90% of cases children are present in the same room or nearby during an attack on their mother.

The impact of living in a household where there is a regime of intimidation, control and violence differs by children's developmental age. However, whatever their age, it has an impact on their mental, emotional and psychological health and their social and educational development. It also affects their likelihood of experiencing or becoming a perpetrator of domestic violence and abuse as an adult, as well as exposing them directly to physical harm. Stanley 2011; Holt et al. 2008. 2014 NICE Guidance Section 3.17 (page 28) Living with domestic abuse can impact on children in relation to all the SHANARRI (Safe, Healthy, Achieving, Nurtures, Active, Respected, Responsible and Included) indicators, with responses varying enormously depending on the individual child.

Children develop complex strategies of survival in order to deal with the stress and adversity they are experiencing. They are not passive victims of domestic abuse but develop their own coping mechanisms. Factors which contribute to a child's resilience include the strength and stability of support through their networks of family and friends, from sources in their wider community and from their non-abusive parent/carer.

Many children living with domestic abuse learn from an early age that it must be kept secret. The pressure of secrecy makes disclosure difficult for children, who may go to great lengths to hide the reality of what is happening. Some children may be being sexually or physically abused by the same abuser and the presence of domestic abuse contributes to silencing them about their own or their sibling's abuse.

Children frequently come to the attention of practitioners when the severity and length of exposure to abuse has compromised the non-abusing parent's/carer's current capacity to nurture and care for them. The best way to keep both children and non-abusing parent/carer safe is to focus on early identification, assessment and intervention. Managers and practitioners need to be aware of the signs of domestic abuse and routinely make appropriate enquiries. It is however important for practitioners to recognise that for some children (and women) domestic abuse has become so "normalised" that they can neither recognise the abuse nor its impact.

Situation in Aberdeen

i) Identification of harm

The ability of services and agencies to identify children and young people affected by domestic abuse is key. Our approaches to protecting vulnerable children will be integrated and focused on early identification, and immediate and effective intervention to remove and reduce the risk of significant harm. In terms of domestic abuse, in Aberdeen the approach is underpinned by the '[Domestic Abuse and Child Protection - MULTI AGENCY GUIDANCE FOR PRACTITIONERS](#)' ("the Guidance" - developed by the Child Protection Committee & Violence Against Women Partnership in 2019). The Guidance encompasses the principles of the [Safe and Together](#) model, an internationally recognised collection of tools and interventions designed to help professionals working with children to be informed on domestic abuse and its affects:

- Every effort should be made to keep child Safe and Together with non-abusing parent;
- Partnering with non-abusing parent as default position; and
- Intervening with perpetrator to reduce risk and harm to child.

In Aberdeen between April and October 2020, 10.7% of referrals have been received to children's Social Work where Domestic Violence was the presenting issue.

The source of referrals to Children & Families Social Work gives an indication of agencies which are primarily identifying concerns. Police play a key role, being responsible for around 50% of all referrals into children's social work, through the submission of Vulnerable Persons Data reports. Not surprisingly, Education professionals are the second highest source of referral at 11% in 2019, a statistic that fell to 7% during 2020. Referrals from other social work professionals accounted for 400 referrals from April to Sept 2019, this number consistent with the referrals during the same period of 2020, reflective of the fact that during lockdown, social work staff continued to undertake their roles. Referrals from family members followed by those made by health professionals were the next most common source of referral followed by SCRA, other community settings and housing. Self-referral, unsurprisingly, remains a small proportion of referrals to children's social work service.

Part of the focus of this project will be on increasing awareness with services and agencies who work with children and families – Children & Families Social Work, RAFT (outwith Joint Child Protection Team) Education and Health (Maternity, Pre-Birth Team, Family Nurse Team) about how children are affected by domestic abuse, how to identify this, and how then to respond appropriately.

Routine Enquiry by Health Visitors (relates to specific LOIP Measure)

'Routine enquiry' of domestic abuse was introduced in the NHS in Scotland in 2008. This detailed the actions required from NHS Boards to improve NHS Scotland's response to gender-based violence (GBV). Routine enquiry involves asking all women at assessment about abuse regardless of whether there are any indicators or suspicions of abuse. It was established in maternity, sexual health, health visiting, substance misuse and mental health settings. This was due to the disproportionate number of women accessing these services who have experience of abuse. It has been embedded in the [Universal Health](#)

[Visiting Pathway \(external site\)](#) and its continued rollout is a key component of the [Equally Safe Delivery Plan \(external site\)](#).

Health Visitors review and visit families with babies to review the baby/ child and family circumstances, at 6-8 weeks and 27-30 months of age. The potential to extract data relating specifically to routine enquiry by Health Visitors (LOIP measure relating to this project) is being looked at.

Further engagement will take place with Health Visitors regarding potential areas for improvement (they are currently heavily involved in the implementation of the Flue Jab Programme).

Individuals and family members raising concerns

Those affected coming forward to seek help where there are children involved is also key to ensuring that they are safe and supported. Domestic abuse came up as a recurring theme through the workgroups set up to devise the site map for a new website for the charity DrinkLink. Victims of domestic abuse and those concerned about someone they love who they suspect to be a victim, told the charity that their biggest barriers to reporting domestic abuse were:

- a) The finality - once it is reported there is no going back; and
- b) Fear that things will get out of control - Police and social work will get involved, kids will be taken into care, they will be homeless or have to live in a safe house.

Another focus of this project will be to raise awareness with people affected, of the need to seek help in situations where children are involved/impacted by domestic abuse, alongside information about what that help might look like (including the role of agencies), to provide reassurance that seeking help is the right thing to do.

ii) Response to harm once identified

If a child is alleged to have witnessed or been present in a household where domestic violence has occurred, and police are involved, Police will share this information with partner agencies, here the named person in health or education and children's social work service under embedded GIRFEC procedures. However, not all instances are reported to police – some prefer to seek help direct from specialist services.

A number of services and agencies play a specific role in responding to and supporting children affected by domestic abuse (issues identified for improvement are highlighted in **bold**):

- MARAC (Multi Agency Risk Assessment Conferences) and related Advocacy support – confidential meetings involving relevant partners, coordinated by Police Scotland. Allows agencies to share information in order to look at the victim, perpetrator and family circumstances and prepare an action plan to mitigate risk. Currently 4 MARACs per month, c75% involve children. **16% of referrals from partner agencies, remainder from Police – SafeLives recommends 25-40% of referrals should come from other partners/agencies**

- Children & Families Social Work – Child Protection referral, if child is deemed to have suffered significant harm (average 36 per month registered due to ‘Domestic Violence Concerns’ during 2019-2020; total number of children on the CPR in Aberdeen where domestic abuse is an identified risk factor was 44 (31% of children on the register) as at July 2020)
- Referral to SCRA on grounds “close connection with a person who has carried out domestic abuse” where need for a Compulsory Supervision Order (41 referred in 2019-20 – likely additional referrals but recorded on other grounds)
- Wider Social Work referrals – (Between April and Sept 2019, there were 562 referrals into children’s social work with a referral reason of domestic violence, which amounts to 11% of all referrals into service. This compares to 479 during the same period of 2020, which similarly amounts to 11% of all referrals. This reduced number is in line with the reduction in referrals over the lockdown period. This is of particularly note given that Police Scotland have updated that the lockdown period saw an increase in referrals relating to domestic abuse hence the reduced referrals here in part is likely to relate to the closure of schools and the restriction of contact these children have had, outwith their homes.) – **scope for improved awareness of wider CSW staff**
- RAFT – referrals from Children’s Social Work to work with children impacted by domestic abuse in the household – low numbers of referrals where DA is identified concern (it may become apparent that DA is an issue in relation to other referrals) – **scope to increase referrals**
- Specialist agencies/services:
 - Grampian Women’s Aid Children’s Worker (small numbers of referrals) – **scope to increase referrals;**
 - JSWS Caledonian Children’s Worker – where the man involved is on the ‘Caledonian Programme’ as part of a Community Payback Order.

Focus of this element of the project

Summary of focus of project – plus (geographical) focus of initial testing where relevant:

- targeted awareness raising with services (Children and Adults Social Work, Education and Health) of the issues relating to children affected by domestic abuse, and sources of support;
- test comms with wider public (focus of testing to identified, based on data) to increase understanding about the response by services to DA where children are involved; and
- make improvements to the response where children are impacted by DA
 - raise awareness of MARAC process with Social Workers, Education and Health to increase no of MARAC referrals
 - raise awareness with CSW re the availability of RAFT service to support children impacted

NB It is likely that the focus on awareness-raising may lead to an increase in the reporting of children harmed by DA in the shorter term.

3. Decrease number of reported incidents by 30% by 2026 – to focus on increasing the number of people at risk of perpetrating domestic abuse engaging with earlier intervention.

Early intervention is a challenge for a number of reasons. Perpetrators and victims have to be able to recognise that there is an issue, know where to seek support and be willing/able to engage with support.

Situation in Aberdeen

In Aberdeen there is no voluntary perpetrator service, however the RAFT service is able to accept referrals where domestic abuse is an identified concern and social work thresholds are met. There are national helplines that can support individuals worried that they may be perpetrating domestic abuse. One of the challenges in gaining early intervention in the city is the absence of voluntary perpetrator services. The Safe and Together model has been adopted by 11 local authorities across Scotland and the impact of this model could be explored as part of this charter. 'Caring dads' is a model that has previously been utilised in the city, however, isn't in place currently due to resourcing issues. Caring dads worked with men who had undertaken the Caledonian programme and where their children were open to children and families' social work, therefore only those who met a certain threshold were eligible to take part therefore excluding some who may have benefited from this programme.

The RAFT service at Barnardos has a wide range of reasons for referrals, one of which is domestic abuse, however they receive very few referrals in this category. One area that this charter will look at is increasing and measuring the impact of increased referrals in this area. RAFT is a commissioned service that can only accept referrals from 3 sources – Children and Families Social Work, Youth Justice Management Unit and Diversion from Prosecution. Therefore, focus for the project will be on referrals from the Children's Reception Team as this is the earliest intervention point, and wider Children's Social Work. Joint discussions between RAFT and the Reception Team regarding the most appropriate pathway will be tested. By using the RAFT service we are able to test this change on a small scale and obtain data to measure change. There are no other services in Aberdeen out with social work that will be able to work with perpetrators of domestic abuse. Increased referrals for domestic abuse to RAFT will allow for small scale analysis on intervention reducing the rate of reported incidents and then widening of the aim can be explored.

There is a wealth of expert knowledge in the workforce that could be utilised in new ways. Within Justice Social Work the Caledonian teamwork with perpetrators and victims of domestic abuse. This expert knowledge and experience could be utilised by other areas and therefore a single point of contact within the Caledonian would allow workers from other services to have a clear path to access this knowledge.

Support is available to perpetrators from the national Respect [helpline](#). For this to be impactful we need to get the details of this out to households. The Fire Service undertake home safety visits with a large number of households each year. On these visits they leave information about various services which could include information about the perpetrator helpline. There are regular training sessions delivered in the city by the child protection team and those who attend these sessions could be given information about the national helpline at these sessions or in follow up information.

Focus of this element of the project

- increasing referrals to RAFT where there is a domestic abuse concern, from Children & Families Social Work Reception Team, and wider teams;
- Testing a single point of contact in JSWS as a source of advice in relation to early intervention concerns for other professionals;
- Sharing information about the Respect helpline which provides support to perpetrators.

Links to further reading –

[Violence Against Women - Primary Prevention Guidance for Community Planning Partnerships](#)

[Whole Lives- Improving the response to Domestic Abuse in Scotland](#)

[Safe Young Lives: Young People and domestic abuse](#)

[From Boys to Men Project: Phase One Key Findings](#)

[Mentors in Violence Prevention: Progress Report 2018-2019](#)

[Domestic Abuse and Child Protection - MULTI AGENCY GUIDANCE FOR PRACTITIONERS \(ACC CPC & VAWP 2019\)](#)

Measures (split according to the three separate areas for improvement)

Outcome measures

1. Increase awareness of domestic abuse by Dec. 2021 – to focus on increasing awareness of healthy relationships and coercive control among young people aged 14-19

- Number of young people aged 14-19 demonstrating awareness of healthy relationships and coercive control by reporting an increase in awareness and/or seeking further information
- Number of awareness raising events tackling domestic abuse within schools and colleges (*LOIP measure*)
- Number of secondary schools with MVP (Mentors in Violence Prevention) programme (*LOIP measure*)

2. Reduce number of children who are witness * to domestic abuse by Sept. 2022 (*recognising that children experience domestic abuse, even if they do not witness it) – to focus on increasing awareness of the impact of domestic abuse on children and improving the response

- No of children who are witness to DA (*LOIP Measure*)
 - as reported to Police
 - as reported to 3rd sector
- Number of children harmed who access specialist support services (GWA and RAFT)
- Number of routine health visitor enquiries that indicate domestic abuse in the home (*LOIP Measure – possibility of collation being investigated*)
- Number (%?) of children on Child Protection Register on domestic abuse grounds
- Number of referrals to SCRA related to DA
- Number of children reporting improved outcomes

3. Decrease number of reported incidents by 30% by 2026 – to focus on increasing the number of people at risk of perpetrating domestic abuse engaging with earlier intervention.

- Number of domestic abuse incidents report to Police and third sector partners (*LOIP Measure*)
- Number of referrals where domestic abuse is primary or secondary reason for referral to the RAFT service from i) Ch & Families Reception Team and ii) wider Ch & Families SW teams

Process measures

1. Increase awareness of domestic abuse by Dec. 2021 – to focus on increasing awareness of healthy relationships and coercive control among young people aged 14-19

- Number of pupils attending an awareness raising/training event in Aberdeen secondary schools
- Number of pupils attending an awareness raising/training event in Aberdeen secondary schools reporting an increase in awareness and/or seeking further information
- Number of pupils attending an awareness raising event signing up to be MVP mentors
- Number of views/likes/shares/positive comments on Social Media
- Number of students within NESCOL that complete the domestic abuse awareness unit
- Measure to be developed around SafeLives change idea

2. Reduce number of children who are witness * to domestic abuse by Sept. 2022 (*recognising that children experience domestic abuse, even if they do not witness it) – to focus on increasing awareness of the impact of domestic abuse on children and improving the response

- Number of universal services promoting information about impact of DA and support services for children
- Number of universal services with a Domestic Abuse Champion
- Number of referrals to RAFT from CSW linked to DA
- Number of referrals by health, education and social work staff to specialist support services
- Number attending awareness-raising for wider services
- Number of organisations/services working with children including, as part of their induction for new staff, the need to undertake CPC multi agency awareness raising
- Number of referrals to MARAC from CSW, Education and Health
- Number of children engaging with services (GWA, RAFT, Caledonian Children's Service) indicating improved understanding of domestic abuse, and how it affects themselves and others
- Number of community outlets displaying awareness-raising material

3. Decrease number of reported incidents by 30% by 2026 – to focus on increasing the number of people at risk of perpetrating domestic abuse engaging with earlier intervention.

- Number who engage with the support from RAFT
- Outcomes for those who engage with the RAFT service – RAFT will create a grading matrix for outcomes specifically for domestic abuse cases to enable clear analysis of impact
- Number of joint discussions with SW Reception Team to agree referral pathway
- Number of calls to Single point of contact at Caledonian Criminal Justice Social work
- Number of leaflets re the Respect helpline distributed by SFRS (tbc by Alex Purdie)
- Number of people undertaking Child Protection domestic abuse training who receive information about the Respect helpline

Balancing measures

- Increased referrals – organisations being overwhelmed
- *Referrals to SCRA*

Change ideas (split according to the three separate areas for improvement)

1. Increase awareness of domestic abuse by Dec. 2021 – to focus on increasing awareness of healthy relationships and coercive control among young people aged 14-19

Targeted awareness raising with young people:

- Communications Campaign to test different ways of effectively reaching Young People, aimed at raising general awareness and understanding of what domestic abuse is, specifically coercive control, what it looks like and the lasting damage it causes
- Further awareness raising ideas to be developed from the recommendations that will be produced from the SafeLives spotlight case study on young people's experiences of domestic abuse

MVP programme in Aberdeen secondary schools:

- Awareness raising events around healthy relationships and coercive control (specifically the use of technology) within schools who have MVP programme in place, aimed at increasing the number of pupils who volunteer to be peer mentors
- Awareness raising events around healthy relationships, coercive control (specifically the use of technology), and the benefits of MVP programme within the 4 remaining secondary schools in Aberdeen City which leads to them signing up to MVP programme

Awareness raising at NESCOL Aberdeen campus:

- Awareness raising of healthy relationships and coercive control (specifically the use of technology) within NESCOL Aberdeen campus through specific communications campaign
- Curriculum training unit around domestic abuse that students can access and complete that links to supporting and reporting abuse

2. Reduce number of children who are witness * to domestic abuse by Sept.

2022 (*recognising that children experience domestic abuse, even if they do not witness it) – to focus on increasing awareness of the impact of domestic abuse on children and improving the response

i) Identifying Harm

a) awareness-raising with services and agencies about how children and young people are affected by domestic abuse, how to identify this, and how then to respond appropriately

- Resource about impact of domestic abuse on children, how to identify and then how to respond for use by universal services (including Police, Health, Education) - Use of [Keeping Mum](#) film (looks at how it can be for children and young people living with domestic abuse)
- Promote current multi agency awareness-raising training re impact of domestic abuse on children, how to identify this and how then to respond – via VAWP, add link to VAWP website, & targeted approach with Health & Education tbc
- As part of their induction for new staff, services working with children identify the need to undertake the CPC multi agency awareness raising training re DA
- ‘Domestic Abuse Champions’ identified and promoted in wider organisations/ services
- Establish Aberdeen DA Champions channel on Teams, for sharing resources/ good practice, networking etc

b) awareness-raising with the wider community about seeking help where children are impacted, alongside info about what this help might look like (eg role of organisations and services), to provide reassurance that this is the right thing to do

- Test specific comms, eg pictorial ‘pathway’/ showing what the response may look like/ options for support – target (geographical) area to be identified – including via local services and virtual/ social media, etc

ii) Responding to Harm:

- Improvement/s relating to MARAC eg referrals from CSW, Education and Health – specific referral form (Further ideas to be developed)
- Summary Info sheet for Social Workers – key points from [Domestic abuse and child welfare: a practice guide for social workers](#) (SASW) - plus availability of support for children impacted by domestic abuse from RAFT (commissioned service), GWA Children’s Service
- Communication of Summary Info Sheet to those who have attended CPC/DA training
- Awareness-raising with wider services (including Health, Schools) regarding Grampian Women’s Aid Children’s Service (also Caledonian Children’s Worker), via dissemination of flyer containing summary info

3. Decrease number of reported incidents by 30% by 2026 – to focus on increasing the number of people at risk of perpetrating domestic abuse engaging with earlier intervention.

- Increase awareness of RAFT service for domestic abuse – early intervention with YP - to children and families social work teams, initially the CRT then to area teams.

- Joint discussions with SW Reception Team to discuss cases and agree appropriate referral pathway
- Single point of contact in the Caledonian team at Justice Social Work to offer consultancy to any worker where domestic abuse is a feature of the case.
- Increase awareness of the national Respect Perpetrator helpline by providing information to households via leaflets delivered as part of home safety checks by the fire service
- Leaflet including info re national Respect Perpetrator helpline for public
- Increase awareness of the national Respect Perpetrator helpline by providing information to all who attend domestic abuse and child protection training.

Potential risks and/or barriers to success & actions to address these

- Capacity issues within secondary schools (teachers available to train pupils in MVP)
- Funding costs for training (provision and backfill) and promotional material
- Capacity issues within organisations (particularly 'one man bands')
- Data - the only officially reported data re incidents is that recorded by Police Scotland. Third sector organisations will individually have their own data, of which there may be some overlap.
- It has not been possible as yet to engage fully with Health Visitors to inform this project, due to their current involvement in the implementation of the Flue Job Programme.

Project Team 1. Increase awareness of domestic abuse by Dec. 2021 – to focus on increasing awareness of healthy relationships and coercive control among young people aged 14-19

Lucy McNicol (ACC Development Officer) (Lead)
 Catriona Walker (ACC MVP Link) – data input only
 Naomi Leon (Teacher at St Machar Academy)
 Jen Douglas (Safe Lives)
 Sarah Pederson (Professor of Communication and Media, Gender Equality Champion RGU)
 Zuzana Banicova (Student Access and Inclusion Manager, NESCOL)
 Pupils from an MVP secondary school (St Machar Academy)
 Students from NESCOL (to be identified)

Project Team 2. Reduce number of children who are witness * to domestic abuse by Sept. 2022 (*recognising that children experience domestic abuse, even if they do not witness it)

Isabel McDonnell, Lead Service Manager, ACC (Lead)
 Lucy McNicol, ACC Development Officer
 Lisa Lawrie, Health Visitor Lead, NHS – to identify a rep
 Emma Cowieson Children's Reception Team, ACC
 Michael Murray, ACC Housing
 Julia Milne, Barnardos (RAFT)
 TBC Education Rep
 Fiona Tough, Caledonian Children's Worker
 GWA Children's Service rep
 TBC PPU, Police Scotland

Project Team 3. Decrease number of reported incidents by 30% by 2026 – to focus on increasing the number of people at risk of perpetrating domestic abuse engaging with earlier intervention.

Julia Milne – Barnardos (Lead)
 Jackie Edgar – CJSW
 Lucy McNicol – ACC Development Officer
 Children’s Reception Team – TBC
 Alex Purdie, SFRS

Outline Project Plan

Project Stage	Actions	Timescale
Getting Started (Project Score 1-3)	(All 3 elements) Draft charter developed	Completed
	Project teams identified	October 2020
	Project teams meet	November 2020
	Gather and analyse baseline data	November 2020
Designing and Testing Changes (Project Score 4-7)	1 st element: - Develop a plan for ‘test of change’ ideas to be delivered in MVP schools and NESCOL	April 2021
	- Develop a plan for remaining schools to sign up to be MVP schools	May 2021
	2 nd element: - plan and implement initial testing: resource for universal services; ways of disseminating resource for universal services; ideas for awareness-raising re MA training; introduction of DA Champions and Teams Channel	May 2021
	- plan and complete further testing	Dec 2021
	3 rd element: - plan and implement initial testing: determine frequency of discussions required with CRT; SPOC in JSWS	Mar 2021
	- plan and complete further testing	May 2021

<p>Implementing and sustaining changes that demonstrate improvement (Project Score 7-10)</p>	<p>1st element: - Mainstreaming and embedding of processes. - Data gathering & processing to be continued</p> <p>2nd element: - Mainstreaming and embedding of processes. - Data gathering & processing to be continued</p> <p>3rd element: - Mainstreaming and embedding of processes. - Data gathering & processing to be continued</p>	<p>September 2021</p> <p>October 2021</p> <p>May 2022</p> <p>July 2022</p> <p>June 2021</p> <p>July 2021</p>
<p>Spreading Changes (Project Score 9-10)</p>	<p>1st element: Extend learning and processes to other education settings/community hubs, adapting to specific demographics</p> <p>2nd element: Extend learning and processes to other geographical areas within Aberdeen</p> <p>3rd element: Limited potential for spread</p>	<p>December 2021</p> <p>September 2022</p>

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Charter 11.14 Community Run Green Spaces

Improvement Project Title: Community Run Green Spaces
Executive Sponsor (Chair of Outcome Improvement Group): Sandra Macleod/Jillian Evans
Project Lead: Steven Shaw, Environmental Manager
<u>Aim statement</u> Increase the number of community run green spaces that are organised and self-managed, particularly in priority localities where satisfaction and use is low. Much good work is already taking place with regards to community run green spaces, community engagement, community gardens and volunteering. This includes partnership work in schools and communities and with businesses. 2020 Covid restrictions in place and this has delayed the project. Base lines and contacts remain in place and project will now recommence in 2021. Measure: Baseline 2020= 150+ Community partnerships and volunteer groups. These existing partnerships includes existing community run green spaces. Target 2021 = minimum of 8 new community run green spaces (4 in priority localities) / partnerships.
<u>Link to Local Outcome Improvement Plan:</u> Improvement Project is direct product of: <u>Prosperous People</u> Stretch Outcome 11 Healthy life expectancy (time lived in good health) is five years longer by 2026 Key Driver 11.3 Improving access to community facilities and green environment to increase the health and well-being for older people and people managing long term conditions. Improvement Project Aim Increase the number of community run green spaces that are organised and self-managed, particularly in priority localities where satisfaction and use is low. Improvement Project has links with: <u>Prosperous People</u> Stretch Outcome 11 Healthy life expectancy (time lived in good health) is five years longer by 2026

Key Driver

11.5 Working with staff, professionals, and employers to provide individuals and communities with the social resources needed to make informed decisions about health and lifestyle.

Improvement Project Aim

Increase opportunities for people who are retired to continue and increase their contribution to communities by 10% by 2021.

Prosperous Place

Stretch Outcome 13

No one in Aberdeen will go without food due to poverty by 2026

Key driver 13.2

Developing and supporting community efforts in making our green space productive and resilient.

Improvement Project Aim

Increase community food growing in schools, communities, and workplaces by 2021.

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

Key Drivers 14.1

Reducing emissions across the city through delivery of Aberdeen's Sustainable Energy Action Plan 'Powering Aberdeen'.

Improvement Project Aim: Reduce Aberdeen's carbon emissions by 30% by 2021.

Key Drivers 14.2

Developing a bottom up approach to community resilience to encourage greater ownership and independent action towards preventing and mitigating impact of climate change.

Improvement Project Aim: Community led resilience plans in place across all areas of Aberdeen by 2026.

Business case

Extract from LOIP Refresh 2019. Prosperous People

The key causes of preventable ill health should be tackled at an early stage and be cross sector in approach to create a culture in which healthy behaviours are the norm starting with the early years and persisting throughout our lives. The importance of physical and mental health as well as the need to address underlying conditions which effect health such as social, economic and education can only be achieved by key public and third sector organisations working together.

It is not just about services provided, but what individuals want and those around them- families and carers - we need to design supports for individuals, families, and

communities. Improving health literacy is a critical empowerment strategy to increase people's control over their health, their ability to seek out information and their ability to take responsibility. Our efforts are to help individuals and communities look after their health, particularly through the choices they make and lifestyles they adopt. Building community resilience will have long term effects on the health of our population, ease the pressure on public services and improve our physical environment. We have paid attention to the importance of nature, our environment and socialisation in addressing mental well-being.

Our plans will include working with established staff and contacts to increase partnership working across Aberdeen's communities and to encourage members of the community to take the lead in running green spaces. This could be in the form of a Friends groups, a community group, a school / nursery, workplaces, or volunteers. The project is about communities – getting people involved, caring, and collaborating in looking after themselves, their neighbours, and their environment.

Much good work is already taking place with regards to community partnership work and volunteering. Aberdeen already has many very successful Friends groups and community run green spaces.

Across the city many communities, Friends groups and gardening groups are making use of Aberdeen's plentiful green space to create their own space. Schools are now more involved in community green spaces out with the school grounds.

The city has successful links with Keep Scotland Beautiful and RHS and has many groups who successfully participate IN Beautiful Scotland, It's Your Neighbourhood and Britain In Bloom. Aberdeen has had more success than any other Scottish Local Authority with regards to these initiatives and this is down to the number of community partnerships in place.

This project seeks to build on this success and create new community run green spaces that are organised and self-managed, particularly in priority localities where satisfaction and use is low.

The project will look to bring together groups of interested local people to come together to improve the appearance, facilities, conservation value and safety of a local green space.

Priority localities will be a priority and the project team will work closely with ACC Development Managers to identify and engage with key groups in these areas.

The Central locality, Tillydrone, Seaton, Woodside, will be a focus for the project team.

Community involvement and engagement is increasingly important as a way of shaping council thinking, contributing to service design and improvement focus and to respond to continuing resource pressures. It may also involve direct community involvement in service delivery.

The main benefit of a community led group is to fundraise and seek grants for improvements, give the community a voice, help with or take on the management of the asset or help with practical tasks to help care for and maintain the asset.

Therefore, this project aims to focus attention specifically on new community green space where in addition to the well-being benefits for those involved, it will help to change attitudes towards local green space and create positive role models for communities, helping to get broader sustainability measures in place to protect green space long term.

Therefore, our business case involves testing (catalysing, facilitating, and measuring success of) the development & implementation of additional community run green spaces. Forming new partnerships by end the summer of 2021. Our change ideas are focused on (1) promoting the availability of community green space and the opportunities for communities to run such spaces, as well as the wider benefits from this (as set below) and (2) introducing mechanisms to support and enable communities to feel confident and empowered in running their local green spaces knowing that there is a network of support, guidance available to them and being able to capture/promote the benefits they are delivering for their area and share this with others.

General benefits of community run green spaces:

- Improved health & well-being
- Enabling a sustainable culture that leads to an increased number of community champions, volunteers and community led green spaces.
- Improved access and use of accessible and safe green spaces
- Green space cared for and protected
- Developing skills and confidence around green space, volunteering, health, environment, gardening etc
- Improved community relationships
- Increased interaction and engagement within community
- Building / strengthening connections between council and communities
- Gives the community a voice

Measures:

Outcome Measures

- 1) Number of community run green spaces (city wide and in priority localities, with a particular focus on Tillydrone, Seaton, Woodside).
- 2) % of residents reported as being satisfied or fairly satisfied with their local green space (City Wide and priority localities).

Process measures

- 1) Number of members of the Green Space Network
- 2) Number of community champions
- 3) Number of community partnerships in place. This to involve communities, school, and businesses
- 4) Use of green space based on 'open space audit'
- 5) Confidence of communities/volunteers in running green spaces
- 6) Number of volunteers involved in community run green spaces
- 7) Number of green flag awards

- 8) Number of new community led green space projects and initiatives
- 9) Number of facilitated workshops and meetings

Change ideas

- Build a green spaces network of communities and partnerships that empowers communities to establish; take responsibility and run their local green spaces leading to more local engagement and an increase in volunteering and local community pride.
- Introduce and support visible community champions to raise awareness and change thinking about wider sustainability issues in communities.
- Create and build the number of collaborative and partnership opportunities i.e. NHS, CFINE, ACVO etc to increase the no. of community run green space by other partners
- Develop information packs and support tools to help the groups get started and work together to steer the groups / space in the right direction.
- Facilitate workshops and meetings to provide advice to potential and existing groups and to enable established groups to share good practice, support the green spaces network etc.
- Publicise availability of community green space through all available platforms and how to get started.
- Promote the benefits of successes and achievements of current community run spaces, as well as the wider community benefits such as health and wellbeing, new initiatives such as the network of communities and support available.

Potential Barriers:

- Getting the timing right for promoting project and encouraging community involvement.
- Slow uptake or lack of interest from communities.
- Securing community and volunteer attendance / participation in the process.
- Getting workplace / staff engagement and commitment at specific sites.
- Building / facilities management arrangement at specific sites.
- Aligning the aims and contributions of different project partners.
- Human resource commitment to develop / implement / monitor the project.
- Getting the right skills in place to support projects.
- Funding for site specific projects.
- Identifying / getting buy in from a suitable Champions.
- Not being able to monitor project and to record data and results.

Project Team:

- Steven Shaw, Environmental Manager, ACC
- Jacqueline Bell, NHS Grampian
- Lorna Graham, Environmental Services, ACC
- Friends of Seaton Park
- Powis Community Gardeners
- Lawrence Johnston, Scarf

	<p>Link with ACH&SCP, ACVO, Scarf, Aberdeen Sports Village, NHSG and others with regards to their current promotions of the benefits of green space and community partnership.</p> <p>Identify 'Community Champions' (from any sector but someone able to speak for the benefits and really engage audiences, especially those traditionally harder to reach) to help promote this work and sustainability in general.</p>	April 2021
<p>Implementing and sustaining changes that demonstrate improvement (Project Score 7-10)</p>	<p>What actions would be required to implement and sustain the changes that have resulted in improvement?</p> <p>Follow up on interest from earlier events and talk with potential groups. Encourage and support these groups to take next steps. This to include support through meetings and workshops.</p> <p>Implement a minimum of 8 new community run green spaces (4 in priority localities) across city.</p> <p>Monitor each journey, and their outcomes in terms of benefits & barriers identified.</p>	<p>When do you expect to complete this stage? Spring / Summer 2021</p> <p>Spring / Summer 2021 through 2021</p> <p>Spring / Summer 2021 through 2021</p>
<p>Spreading Changes (Project Score 9-10)</p>	<p>What actions are required to reach the full scale of the project?</p> <p>Review progress and identify areas for continuation of improvements.</p> <p>Continued promotion of project. Encourage others to take part and talk up their success. Share positive, good news stories. Make use of various communication channels.</p> <p>Celebrate the continued success of all partners and the increase in community green space partnership.</p> <p>Host celebratory event.</p>	<p>When do you expect to complete this stage? End 2021</p> <p>2021 / 2022 and beyond.</p> <p>Throughout 2021</p> <p>End of Summer 2021</p>

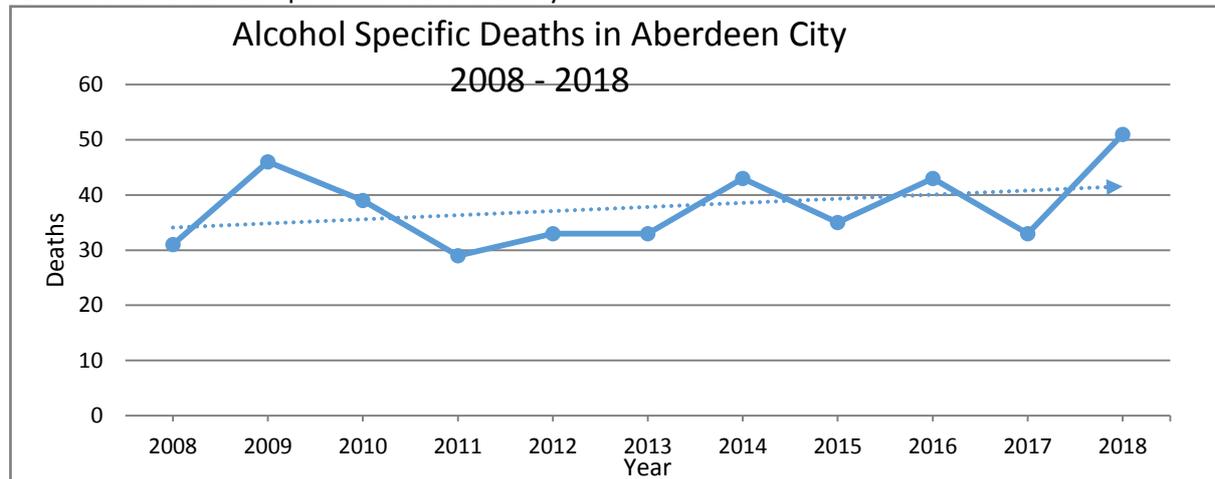
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12.9 Promotion and increase uptake of Alcohol Service

Improvement Project Title: Promotion and increase uptake of Alcohol Service
Executive Sponsor (Chair of Outcome Improvement Group or Locality Partnership): Richard Craig (ADP Chair)
Project Lead: Simon Rayner/Gillian Robertson, Alcohol and Drugs Partnership / Substance Misuse Service Job Role & Organisation: Development Manager/ Officer, ADP/SMS Email Address: simon.rayner@nhs.scot Gillian.robertson10@nhs.scot
Aim statement Increase the uptake of alcohol treatment by improving access to alcohol services and ensuring they are local, integrated and targets areas of greatest need by 10% year on year by 2021. This aims to reach all parts of the population and as such aim will address common message and also identify areas where additional resource or alternative communication is required to increase numbers of people benefitting from the alcohol services available.
Link to Local Outcome Improvement Plan: Stretch Outcome 12 - Rate of harmful levels of alcohol consumption reduced by 4% and drug related deaths lower than Scotland by 2026 Improvement Aim: This project also links into other improvement aims against Stretch Outcome12: <ul style="list-style-type: none">• Increase by 100% the number of Alcohol brief interventions (ABI) delivered in Aberdeen City by 2021• Increase by 10% the percentage of adults in Aberdeen City who are non-drinkers or drink alcohol in a low risk way by 2021• 100% of schools have a progressive, cohesive and relevant substance misuse curriculum by 2021.• Increase % of the population who feel informed about using alcohol responsibly by 2021.
Why is this important: The UK Chief Medical Officer published recommendations on low risk alcohol consumption in 2016. High risk alcohol consumption is associated with an increased risk of physical health, mental health, social and economic impacts in the short medium and long term. Low risk consumption is no more than 14 units of alcohol spread through a week. People with long term conditions and those on regular medication may be recommended to drink less than 14 units. Pregnant women and those planning a pregnancy are recommended to not drink any alcohol at all. The Scottish Health Survey tells us that across Grampian, One in three men and one in six women regularly drink more than 14 units a week. Drinking more than 14 units a week is reported more commonly in people living in our most affluent areas compared to our most socioeconomically deprived areas.

Alcohol is one of five lifestyle behavioural risk factors which contribute to the majority of chronic and non-communicable disease in our population. Clustering of lifestyle risk factors is associated with higher risk of premature disease development and mortality. Research within Grampian into the clustering of lifestyle risk factors indicates that these are spread unevenly through the population, increased multiple lifestyle risk factors were observed in men and in people from socioeconomically deprived neighbourhoods.

There is a need to target the whole population, with an emphasis on supporting multiple risk factor reduction in more socioeconomically deprived areas and ensuring those requiring access to support to reduce alcohol consumption can do this easily.



Alcohol specific deaths are on the increase and there was a 10 year high in 2018 of the number of people dying.

There is a growing awareness that those experiencing problematic alcohol and drug use are often carrying other burdens such as poverty, inequality and health challenges.

Rights, Respect and Recovery is Scotland's strategy to improve health by preventing and reducing alcohol and drug use, harm and related deaths and focus is on ensuring that people have the opportunity to understand and reduce the health harms of alcohol with a key focus on prevention work.

<https://www.gov.scot/publications/rights-respect-recovery/>

The Scottish Health Survey suggests that Aberdeen City have 38% of males drinking above the guidelines and 19% of women (this is based on self-reported data). We have also highlighted that males aged 16-25 and females aged 16-34 have higher instance of drinking over the guidelines and not received appropriate advice or support. For both males and females those aged 45-54 have the highest percentage of people drinking above guidelines in Aberdeen City.

The impact of alcohol consumption in Scotland and the loss to health and life it entails has been well documented. Approximately 6.5% of deaths in Scotland in 2015 were attributable to alcohol consumption. More than one in four (28%) of these alcohol-attributable deaths were due to cancer.

According to the 2016 UK Chief Medical Officers' low risk drinking guidelines, in relation to cancer risk there is no safe level of alcohol consumption. The risks associated with cancer start from any level of regular drinking and rise with the amounts of alcohol being drunk.

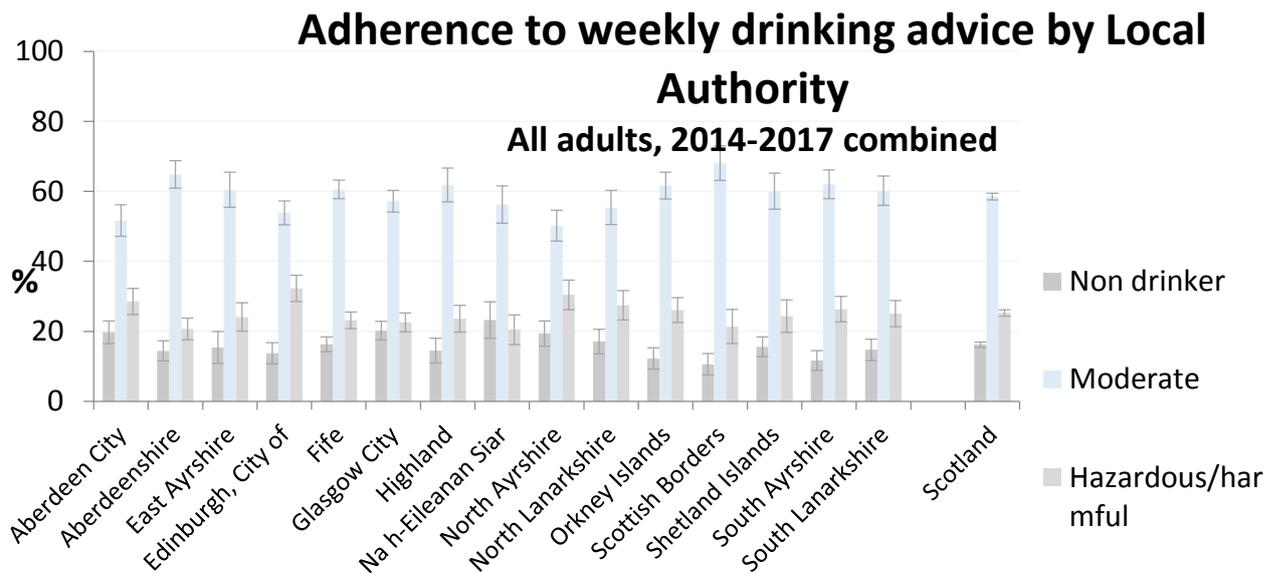
Further information on alcohol and Cancer can be found

https://www.shaap.org.uk/images/Alcohol_and_Cancer_Guide.pdf

The Alcohol Framework highlights a number of actions to help reduce the harms caused by alcohol with a particular emphasis on ensuring support is available for young people and communities which this project would support

<https://www.gov.scot/publications/alcohol-framework-2018-preventing-harm-next-steps-changing-relationship-alcohol/>

The most recent Scottish Health survey results for Aberdeen city indicate that 29% of the population is drinking at harmful or hazardous levels. This equates to almost 56,000 people across the city. 39% of the male population and 19% of the female population are drinking at these harmful levels. Only a very small number of these people, just less than 1% are in alcohol services.



Source: :\\HI Dataset\Public Health\Scottish Health Survey\Alcohol

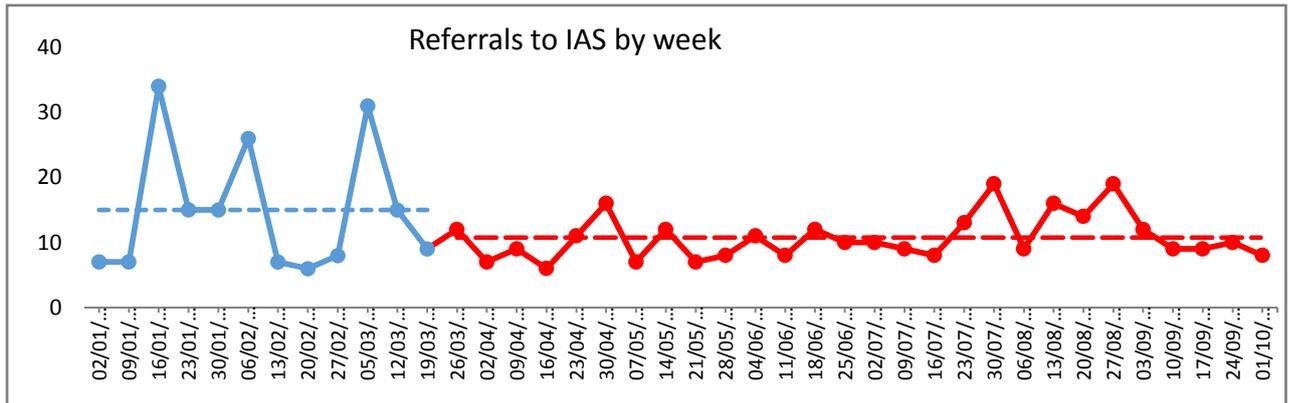
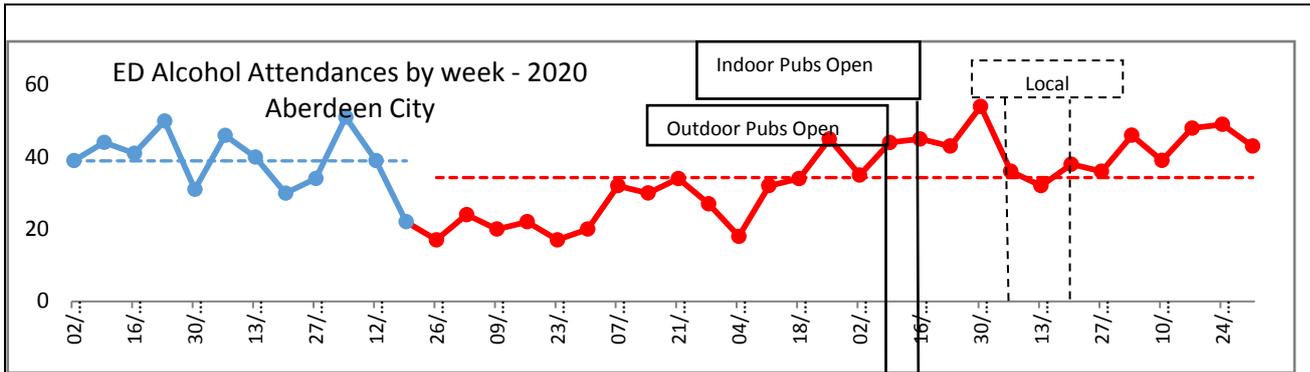
Alcohol and Drugs Action have run a couple of Alcohol awareness campaigns on Social media and we have identified some areas to improve and support some of the aims of this LOIP and for future campaigns to allow a route into services.

The current scientific evidence is that an alcohol-free childhood is the healthiest and best option. Young people's bodies and brains are more vulnerable to the effects of alcohol because they are still growing and developing.

Drinking can cause short and long-term harm to health, as well as put young people in risky situations when drunk. Research shows that the earlier a young person starts drinking alcohol, the more likely they are to drink in ways that can be harmful later in life.

We currently have measures in place re activity and have identified that an increase in activity and referrals is required and has increased need during COVID

We will use the existing charts below to measure impact and as baseline



The recent SALSUS data for 2018 has been published and highlighted that in Aberdeen City

	Base	2013	Scotland
50% of 13 year olds reported that they had never been drunk	168	-12%	+3%
29% of 15 year olds reported that they had never been drunk	251	-6%	-1%
50% of 13 year olds said they had ever been drunk	168	+12%	-3%
71% of 15 year olds said they had ever been drunk	251	+6%	+1%
4% of 13 year olds said they had been drunk more than 10 times	168	-4%	-5%
21% of 15 year olds said they had been drunk more than 10 times	251	+9%	-4%

These results would indicate that alcohol is becoming the norm for more young people. Messages need to be delivered to help inform young people and their parents and carers of the harms that alcohol can have on young people. Our services have very low numbers of people under 35 in services and we need to review our offering so it is appropriate support and attractive to this age group.

<https://www.gov.scot/binaries/content/documents/govscot/publications/statistics/2019/11/scottish-schools-adolescent-lifestyle-substance-use-survey-salsus-national-overview-2018/documents/summary-findings-aberdeen-city-council/summary-findings-aberdeen-city-council/govscot%3Adocument/summary-findings-aberdeen-city-council.pdf>

Measures: (How will we know if a change is an improvement?)

Increase the uptake of alcohol treatment by improving access to alcohol services and ensuring they are local, integrated and targets areas of greatest need by 10% year on year by 2021

Outcome measures

- Number of people accessing Alcohol Services (city wide and targeted areas)
- Numbers of people completing support in alcohol services and having a planned discharge
- Number of people accessing online support

Process measure

- Numbers of services referring into Alcohol services
- Numbers of people engaging with Alcohol services
- Number of referrals to alcohol services from community support e.g. Housing support
- No of referrals and starts in service from Targeted approach in Torry and Northfield
- Number of sessions with alcohol service resources in GP s/hubs in targeted areas.
- Numbers of people referred into support through GPs or community hubs
- Media Campaign analytics, including number of hits, clickthroughs, podcast listeners, social media comments etc,
- No. of manage your intake packs issued.
- No. of people using the outreach service

Balancing measures

- Attendance / uptake of services which are non-mandatory (otherwise attendance at services which are non mandatory may fall).
- Allocation of resources at most appropriate location and as identified by need

Data collection will be developed to meet the requirements of the individual setting, where electronic systems are available we will explore the potential for using these systems for recording.

Change ideas (What changes can be made that will result in improvement?)

The following are areas of delivery where we would like to test change

1. Social Media and Alcohol awareness pages

This test would look at providing more information on how people access services and would be a media campaign over a year which will

- Provide a new webpage with videos from service workers encouraging people to come for support
- Pod casts with service workers and service users explaining the support received and impact on wellbeing and lifestyle
- Targeted messages linking in with local and national campaigns to highlight alcohol harms and the importance of accessing support

2. Introducing direct referral into alcohol support from other services and self referrals

This test would look at introducing new referral routes e.g. Community wardens referring people into service. This would include community staff upskilling to increase confidence in starting a conversation about alcohol use

3. Increasing awareness and accessibility in prioritised areas in localities

This test would increase the alcohol services visibility and accessibility in local areas of need and alcohol services working with community services to support people to understand the impacts of alcohol consumption at a local level. With the aim that increasing awareness of the impacts of alcohol will encourage people to ask about alcohol intake and support people to self refer into alcohol services for support.

This will include:

- Alcohol services providing named points of contact for new referral services to link into and develop new referral opportunities and flexibility in appointment times etc
- Increase visibility of Alcohol services in community by attending team community service meetings, being present in local gp meetings etc
- Providing an outreach service where required for those most at risk and disengaged
- Providing links to services at a local level in Kincorth, Woodside, Torry and Northfield. Ideally these would be through GP services or local hubs
- ensuring appropriate materials are available and displayed
- Adapting services to meet local needs and analysis of presentations

4. Develop a manage your alcohol intake pack

We will produce safer drinking alcohol packs that people can request to be posted. This will be promoted through the media campaigns and will make available to appropriate services e.g. housing, custody suite, link workers etc.

Posting out pack to include:

Measuring cups

Drink Diary

Scratch card

Fact sheet - how to access services

2 x leaflets

The aim of this is to help people identify if people are drinking in excess and provide tools to reduce intake and access services and support. We anticipated that it may be a significant other who is concerned about someones alcohol intake and this would allow the tools to have a meaningful conversation about alcohol intake, concerns and the support available to help. People often don't want to go to the Dr and have this

conversation and this is currently the main referral route and this pack will allow people to self refer and understand the potential harms of their current alcohol intake.

Potential risks and/or barriers to success & actions to address these

Reaching people and getting support during the restrictions we face at the moment due to COVID

Project Team:

Gillian Robertson - Aberdeen City Alcohol and Drug Partnership, Substance Misuse Service

Seonaid Anderson - Consultant Addiction Psychiatrist (Alcohol)

Lucy McNicol – SW CJ and Domestic Abuse

Anne-Marie Steehouder-Ross -| Community Development Officer (South Locality)

Graeme Gardener – ACC housing (Leads in localities as appropriate)

Lorraine Stephen – Aberdeen Foyer

Lauren Mackie – ACC (Schools/ Young People)

Fraser Hoggan – Alcohol and Drugs Action

Linda Buchan – Kittybrewster Custody Health

Derek Bain – Police Scotland

Carol McDougall - Alcohol Liaison Nurse service

Leah Dawson – Corporate Comms NHSG

Michelle Cochlan – Improvement Adviser

Claire Blomfield – Analyst ADP/SMS

In addition to this we will call on service user and family feedback to help developments etc. This will be done through existing alcohol services and members with community contacts.

Outline Project Plan		
Project Stage	Actions	Timescale
Getting Started (Project Score 1-3)	<ul style="list-style-type: none"> • Project team established • Initial baseline established • Draft charter developed • Charter submitted to CPA Board • Starting tests and ensuring all in place • Ensuring reporting mechanisms in place 	<p>Oct 2020</p> <p>December 2020</p> <p>January 2021</p>
Designing and Testing Changes	<ul style="list-style-type: none"> • Engaging with customers and colleagues on change design 	Jan 2022

(Project Score 4-7)	<ul style="list-style-type: none"> • Evaluate overall achievement to date and plan further PDSAs or move to implementation • Initial tests of change complete 	
Implementing and sustaining changes that demonstrate improvement (Project Score 7-9)	<ul style="list-style-type: none"> • Agree which change ideas tested are proven to work that we will seek to embed permanently • Continue to gather data • Assess whether improvement levels are sustained 	June 2022
Spreading Changes (Project Score 9-10)	<ul style="list-style-type: none"> • Assess opportunities for spreading change to other areas where applicable 	September 2022

Charter 14.2 Green Champions

Improvement Project Title: Carbon Reduction - Green Champions
Executive Sponsor (Chair of Outcome Improvement Group): Jillian Evans
Project Lead: Alison Leslie, Aberdeen City Council
Aim statement Aim: Reduce Aberdeen’s carbon emissions by 30% by 2021
Link to Local Outcome Improvement Plan: <i>“Our environment is integral to the quality of life in the city and is vital to encouraging the wellbeing of its citizens.”</i> 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 14.1 Key Drivers: Reducing emissions across the city through delivery of Aberdeen’s Sustainable Energy Action Plan ‘Powering Aberdeen’. This project charter is also relevant to a related LOIP Improvement Project Aim: Reduce the generation of waste in Aberdeen by 2021. There may be the opportunity for Green Champions to support and partner to help with this project as part of sustainability opportunities available to staff.
Business case Many energy and climate initiatives are already taking place across all organisations. These are mostly focused on strategies, policies, plans and projects for the organisations operations and assets themselves. There tends to be less focus on engaging the wider staff/ community in this sphere. This project aims to plug that gap, by empowering others to design and deliver change outside of their usual scope of work. A key improvement measure identified in the LOIP is for public sector workforce ambassadors to promote, encourage and engage low carbon living and working. The development of Champions is a change idea identified under an emission reduction driver diagram carried out by the Sustainable City Group in February 2020 (Appendix 1). Green Champions are volunteer led staff schemes in an organisation, that can identify areas of improvement, drive change towards the sustainable and resource efficient behaviour and opportunities that can have the potential for long-term cost and carbon efficiencies. Champions can help to instigate change, provide education, and create a platform of a sustainable culture and practice through engagement, enthusiasm, passion, and motivation. Though it should be noted, that Green Champions can contribute to the wider aim to reduce Aberdeen’s emissions through improved understanding to support behaviour change and the testing and implementation of measures to reduce emissions; these changes alone will not be sufficient to meet the city carbon reduction aim. The LOIP indicates an Aberdeen baseline of 1,867,497 kilotonnes carbon dioxide equivalent (Kt

CO2e) and 1,532,256 (Kt CO2e) in 2014. Aberdeen City Council's emissions were 31,090.45 tonnes of CO2e in 2018/19.

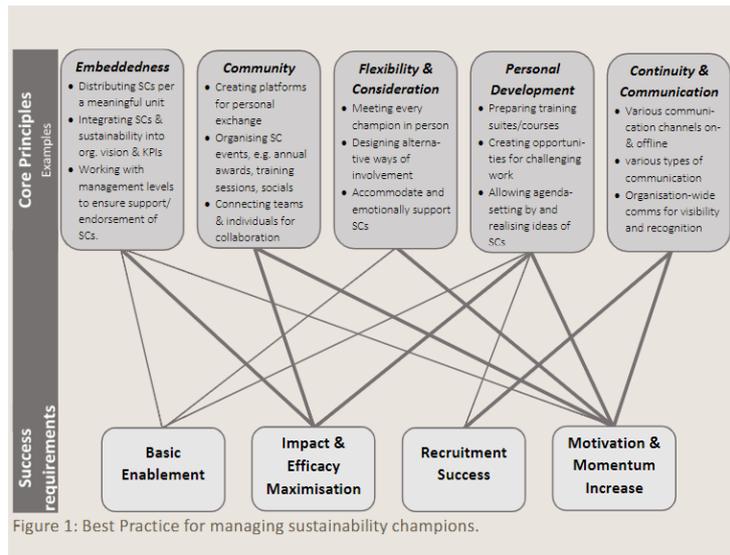
Supporting action to meet key drivers - Green Champions can form part of wider organisation planning on work to address climate change and sustainable topics, this includes:

- Contributing to the LOIP stretch outcome 14, addressing climate change; and the key improvement measure of: *No. of public sector workforce ambassadors of low carbon living and working.*
- The development of a Green Champion scheme can support the public sector with putting in place activities to meet public bodies duties, under the Climate Change (Scotland) Act 2009. These require public sector organisations to reduce emissions, adapt to climate change, act sustainably and report annually on progress. Guidance on putting Public Bodies Climate Duties into practice states: "Public bodies should raise awareness internally and externally on climate change and work towards buy-in from staff at all levels of the organisation, supporting and enabling them in understanding the contribution they can make in addressing climate change."
- The introduction of the Climate Change (Emissions Reduction Targets) (Scotland) Act 2019, has set Scottish targets for Net Zero emissions by 2045 and this will require increased action to reduce carbon emissions in the public sector. Taking a community led approach to behavioural change not only empowers individuals but the social influence that can spread across teams, departments, partners across the city contributing towards Net Zero. (5.1 Just Transition commission Report Interim Report, 2020 <https://www.gov.scot/publications/transition-commission-interim-report/pages/10/>).
- The development of Green Champions aligns with:
 - UN Sustainable Development Goal on Climate Action - 13.3, improving education, awareness raising and human institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.
 - The Net Zero Vision for Aberdeen & Strategic Infrastructure Plan, and the transition in Aberdeen towards Scottish climate change targets.
 - Aberdeen City Council approved an Energy and Climate Route map in May 2020 outlining a commitment to set a year for net zero carbon emissions and to put in place measures to manage climate risks to Council assets and operations. Governance for this work includes an Awareness and Behaviour Change group. Actions include: Explore opportunities through person to person and/ or digital networks to share and take forward their climate solutions. Support to encourage others to follow our lead from every employee outwards to deliver change across the organisation and influence it across the City.

Informing the development of green champions

Aberdeen City Council hosted a 3-month placement project with an MSc student. The project carried out 13 interviews, to learn more about good practice for similar staff sustainability schemes already in place and operating elsewhere in the UK. In addition, it gathered 235 responses from a Council staff survey to learn more about sustainable behaviour, knowledge, and attitudes. The project results were designed around 5 core principles: Basic Enablement; Impact & Efficacy Maximisation; Recruitment Success; Motivation & Momentum increase that contribute towards long term successes.

With these identified principles and the results from interviews and surveys, the following



Recommendations were provided:

1. *Strategic Placement of SCs*
2. *Increasing organisational endorsement*
3. *Clear messages and communication*
4. *Designing for progress*
5. *Harnessing resources for development & training*
6. *Establishing internal collaboration*
7. *Drawing on the expertise of a wider network*

The recommended advice aligns with the plans of the Green Champion Scheme and highlights the importance of issues such as support, embedded sustainable endorsements at a management level, external networking, and evolution of Green Champions. Green Champions operate in a range of public and private organisations, as part of the implementation and of Green Champions, tapping into local experienced companies would be advantageous to the growth and delivery of the scheme. Networking and learning opportunities from similar schemes ie at Inverdee House (home to Nature Scot, SEPA and JNCC where they have a working scheme in place) can provide partnership and collaborative opportunities.

Measures: (How will we know if a change is an improvement?)

Key LOIP improvement measures that will be used to measure Green Champions:

Outcome Measures

- % reduction in Aberdeen’s carbon emissions
 - LOIP Baseline: (Aberdeen carbon emissions) - 1,867,497 kilotonnes carbon dioxide equivalent (Kt CO2e)
2014 data - 1,532,256 (Kt CO2e)
Target:1,307,247.2 (Kt CO2e)
 - UK Government – Emissions of Carbon Dioxide Local Authority Areas
Baseline (2005) – 1,875,100 (Kt CO2e)
2018 – 1,210,400 (Kt CO2e)
- % reduction of public sector organisation emissions
 - Aberdeen City Council measures [carbon emissions annually](#):
2015/16 - 46,371 tonnes of carbon dioxide (tCO2e)
2018/19 - 31,090.45 (tCO2e)
- % reduction in waste (proxy measure) – test change
- % reduction in energy use (proxy measure) – test change

Processes Measures

- No. of staff carbon reduction initiatives
- No. of people taking part in environment and sustainability educational activities (wider engagement)
- Outcome of initiatives e.g. reduction in paper use
- No. of public sector workforce ambassadors of low carbon living and working (No. Green Champions signed up)
 - Baseline 2020= 0 participants
 - Target 2021 = 13
 - Target >2022 = 26
- Communication measures (analytics and engagement, including no.s accessing online mechanism for information sharing)

Notes: There are a number of factors that can influence carbon emissions, e.g. a cold winter will increase energy demand and emissions. There are also other initiatives that will contribute to a reduction in emissions. It can be challenging to disaggregate the outcomes of these and therefore directly attribute reductions to specific interventions. As such, the success of Green Champion schemes may not be fully reflected in overall emissions data alone. Therefore, some proxy measures will be used, e.g. reduction in waste, energy use, etc which can provide an indication of contribution from Green Champions interventions to the overall emission reduction aim.

Change ideas

Creating 'green champions' to help deliver grass roots change focused on emissions reduction.

A visible staff Green Champions network will be created and developed to encourage a more sustainable culture in line with the Local Outcome Improvement Plan, contribute to the Council Energy and Climate Route map and Climate Change (Emissions Reduction Targets) (Scotland) Act 2019. The Green Champions concept will be informed by learning from similar schemes elsewhere, monitored using outcome and process measures; with successful change ideas incorporated into a wider roll out of the network. Green Champions would lead the following change ideas:

Plan, test, implement and develop a low/no budget, easy to implement programme of staff carbon reduction initiatives, led by the volunteer Green Champions network.

Examples include but are not limited to:

- Switch off campaign e.g. lights buildings/ computers/ monitors rather than stand by.
- Green Champion paper "lite" or plastic free challenge – encourage staff uptake.
- Seek buy in/endorsement of management level support to ensure initiatives are enabled throughout the organisation.
- Measure the change, promote the "wins" and roll out/ mainstream successful carbon reduction measures.

Through Green Champions develop a staff led awareness programme to support behaviour change, build staff understanding on carbon reduction and taking action on climate change. Test staff led methods, information and messages to empower wider staff to contribute to actions.

- Establish an engagement plan for and implement Green Champion communication activities to assist staff understanding of carbon reduction projects and processes

already taking place. As well as encourage staff uptake e.g. encourage reuse and recycling, linking to national initiatives i.e. Recycle Week.

- Identify the support, training and resources available and disseminate information to staff, through Green Champions.

Establish/ test an online mechanism to enable information sharing, collaboration and building peer to peer understanding of any Green Champions energy saving ideas and good practice.

- Relationship and team building - instil a Green Champions network of support.
- Build on collaborative and networking opportunities.
- Ensure key support in management roles to provide opportunities for Green Champions to make suggestions and “go with it”.
- Highlight areas where Green Champions are effective.

The focus is not limited to climate change as the Green Champion network can provide opportunities to encompass all aspects of activities to improve our environment whether it is in a workplace, community group, at home.

Potential Barriers:

- Lack of successful engagement with the employees / potential champions
- Job roles that cannot implement change
- Lack of senior management support to unlock the changes championed
- Inconsistent support from Champions to help develop and implement initiatives
- Relying on same actions, expecting same results in different departments
- Timing of implementation of Green Champions and their initiatives to ensure support and participation towards change
- Unrealistic goal setting and balance of staff priorities, resources and workloads can reduce effectiveness of Green Champion roles
- Not being able to extract / quantify data / results
- Poor succession planning

Project Team:

- Alison Leslie, Senior Sustainability Officer
- Kat Ramsay, Sustainability Trainee
- The Awareness and Behaviour Change Subgroup of the wider Council Energy and Climate Plan Group, including People and Organisation and Education.
- Sue Lawrence, Nature Scot
- Kris Hultman, Waste and Recycling
- Debjani Sarkar, NHSG Sustainability Team
- Mai Muhammad, Energy Management
- Stephan Jindra, Frazer Ramsay, AUSA Sustainability Coordinator/University of Aberdeen.
- Tara Murray Sustainability and Climate Change Officer, Aberdeenshire Council
- Private Sector representative contacted (tbc)

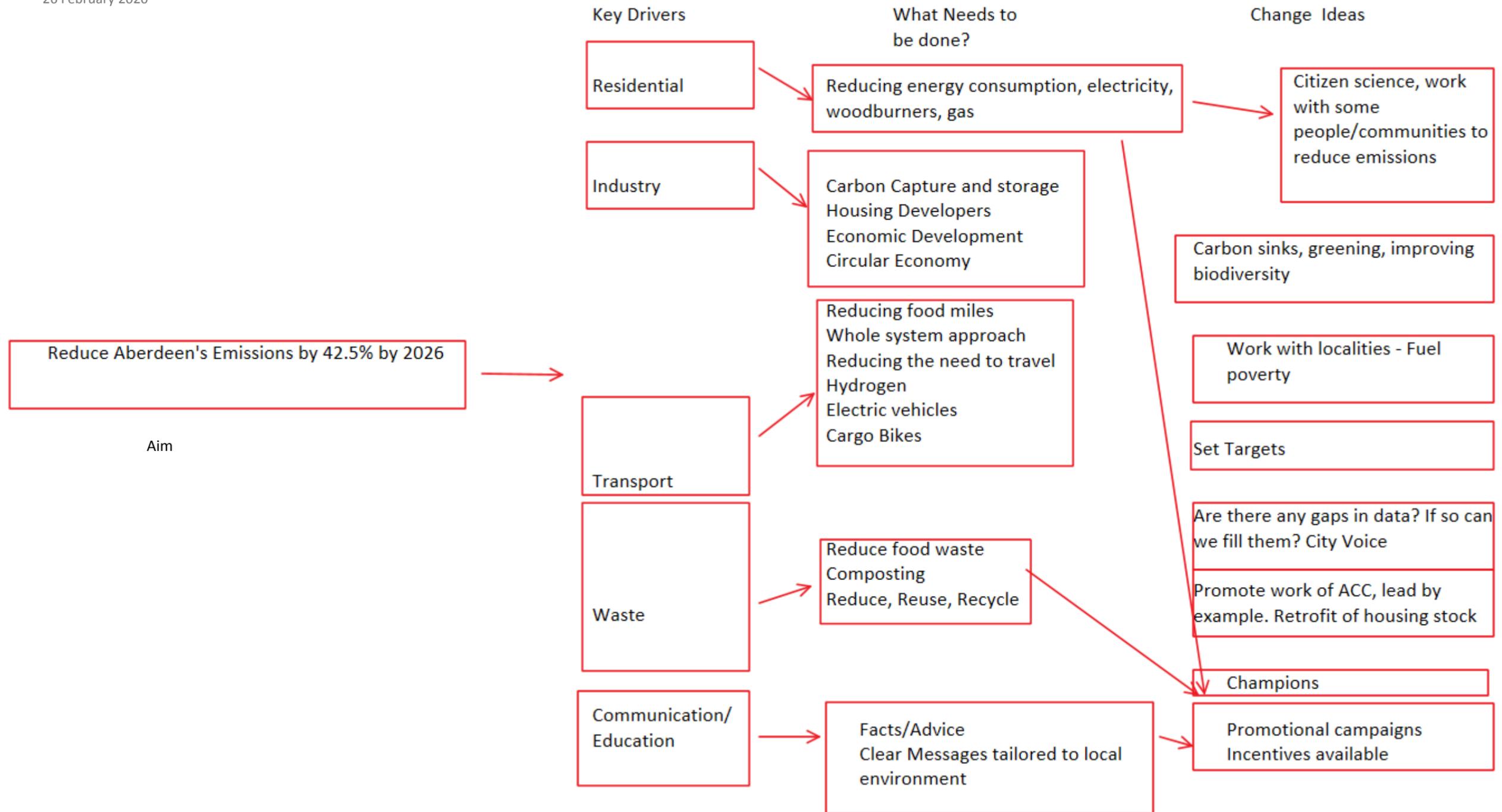
Outline Project Plan		
Project Stage	Actions	Timescale
Getting Started (Project Score 1-3)	<p>What initial activities are required to get started?</p> <p><u>Completed</u> Background research on Green Champions/Work with MSc student around Green Champions. Form the Council Energy and Climate Awareness and Behaviour Change Group</p> <p><u>Planned</u> Phase 1: Establish a “Green Pioneers” test group.</p> <ul style="list-style-type: none"> • Recruit/invite Pioneers to develop and plan Green Champions roles. • Training and information workshops. • Establish roles and responsibilities, set objectives, identify resources, training, and communication opportunities. • Create marketing and communication plan. • Test and trial initial carbon reduction initiatives. • Follow up/ learning opportunities. <p>Phase 2- Recruit and establish Green Champions network across the wider organisation:</p> <ul style="list-style-type: none"> • Introduction Meeting. • Training and information workshops. • Run initiatives/ actions set by the Champions, monitor, and develop (initiatives set by the Champions). • Follow up communications/ obtain feedback. • Learning and self-reflection, progress, monitoring and measuring/ lesson learned. • Share successes and promote. • Look at collaboration opportunities, networking, and wider scale projects. 	<p>When do you expect to complete this stage?</p> <p>May-September 2020 July 2020</p> <p>November 2020/ January 2021</p> <p>2021</p>

<p>Designing and Testing Changes (Project Score 4-7)</p>	<p>What activities are required to start testing changes?</p> <ul style="list-style-type: none"> • Establish a “Green Pioneers” test group – test/ trial small-scale projects. • Pioneers feedback session. • When there is sufficient testing recruit a volunteer Green Champions Network. • Develop a peer to peer support network for Green Champions, open/ transparent communications. • Produce information/ resources for Green Champions to support designing, testing, and refining ideas, concepts, and initiatives. • Research/ link with external or partner organisations with similar programmes. 	<p>When do you expect to complete this stage? November 2020/ – January 2021</p> <p>2021</p> <p>2021-2022</p>
<p>Implementing and sustaining changes that demonstrate improvement (Project Score 7-10)</p>	<p>What actions would be required to implement and sustain the changes that have resulted in improvement?</p> <ul style="list-style-type: none"> • Progression development to be explored and new initiatives, partnerships, and evolving relationships to be encouraged. Learning/ networking with other ambassador schemes/ similar initiatives. • Allow flexibility in input - so workloads are not overburdened. • Establish learning, development, and training opportunities for Champions. Build on knowledge/ experience gained through Green Champions roles e.g. e-learns, discussion groups, networking etc. • Champions to self-assess initiatives, monitor progress, and evaluate their outcomes. • Monitor impact of Green Champions, where possible collect any data gathered by champions, provide feedback to management. • Share lessons learned and promote successes. 	<p>When do you expect to complete this stage?</p> <p>2020</p> <p>2021</p>
<p>Spreading Changes (Project Score 9-10)</p>	<p>What actions are required to reach the full scale of the project?</p> <p>Taking on board feedback from the Green Pioneers (Phase 1) to establish and develop Green Champions (Phase 2).</p> <p>Succession building of Green Champions throughout the organisation (phase 3), increasing numbers of champions enlisted, increase the scale of activities:</p> <ul style="list-style-type: none"> • Continued feedback from champions. • Expand the network across the organisation ensure representation in key strategic areas. 	<p>When do you expect to complete this stage? 2021</p> <p>2020-2022</p>

	<ul style="list-style-type: none"> • Collaboration/ partnership working - sharing ideas and creating opportunities. • Promote Green Champions campaigns/ successes. • Highlight/ emphasise partnership and collaborative efforts. • Use range of communication channels. • Review lessons learned. <p>Test the effectiveness of scaling up staff led initiatives across Aberdeen. The ambitions of Green Champions are not limited to the council as an organisation but to grow across partners and external organisations across the city. Therefore, (phase 4) seeks to expand the network/ learning; increase champions across partners and roll out to partner and external organisations.</p>	<p>>2022-2023</p>
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Appendix 1 - Driver Diagram - Emission Reduction

26 February 2020



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Charter 10.6 Bereavement Trauma Support

<p>Improvement Project Title:</p> <p>Trauma and bereavement – improving access to community support for young people involved, or at risk of becoming involved, in the justice system.</p>											
<p>Executive Sponsor:</p> <p>Derek McGowan, Chair of CJ Group</p>											
<p>Project Lead:</p> <p>Name: Joanne Aitken</p> <p>Job role & organisation: CAMHS Clinician, Child and Adolescent Mental Health Services (CAMHS), NHS Grampian</p> <p>Email address: joanne.aitken3@nhs.scot</p>											
<p>Aim statement:</p> <p>Increase number of young people who need support in relation to trauma and bereavement having access to such support by October 2021</p>											
<p>Link to Local Outcome Improvement Plan:</p>											
<table border="1"> <thead> <tr> <th>Stretch Outcome</th> <th>Key Drivers</th> <th>Improvement Project Aim</th> <th>Key Improvement Measures</th> </tr> </thead> <tbody> <tr> <td>10. 2% fewer people reconvicted within one year of receiving a community or custodial sentence by 2026.</td> <td>10.3 Ensuring people in the Justice System diagnosed with mental illness or suffering from mental ill health receive access to the right support at the right time</td> <td>Increased number of young people who need support in relation to trauma and bereavement having access to such support by 2021</td> <td>% of young people who need support in relation to trauma and bereavement having access to such support.</td> </tr> </tbody> </table>				Stretch Outcome	Key Drivers	Improvement Project Aim	Key Improvement Measures	10. 2% fewer people reconvicted within one year of receiving a community or custodial sentence by 2026.	10.3 Ensuring people in the Justice System diagnosed with mental illness or suffering from mental ill health receive access to the right support at the right time	Increased number of young people who need support in relation to trauma and bereavement having access to such support by 2021	% of young people who need support in relation to trauma and bereavement having access to such support.
Stretch Outcome	Key Drivers	Improvement Project Aim	Key Improvement Measures								
10. 2% fewer people reconvicted within one year of receiving a community or custodial sentence by 2026.	10.3 Ensuring people in the Justice System diagnosed with mental illness or suffering from mental ill health receive access to the right support at the right time	Increased number of young people who need support in relation to trauma and bereavement having access to such support by 2021	% of young people who need support in relation to trauma and bereavement having access to such support.								
<p>Why is this important</p> <p>Mental Health Strategy 2017-27 – Action 7, Outlines that Children and young people involved in and/or at risk of offending may have mental health problems, but not necessarily a mental illness. In order to address offending, stakeholders and partners must take account of, and address, mental health issues as part of improving outcomes.</p> <p>The youth justice strategy “Preventing Offending: Getting it Right for Children and Young People (2015)” identified a need to improve understanding and enhance capacity in</p>											

relation to mental health and trauma, through practice development and supporting services for young people – all as part of a preventative approach to reducing offending.

Research has established a strong association between experiencing Adverse Childhood Experiences (ACEs) and other adversities, and engaging in harmful or risk-taking behaviours. This indicates young people with these experiences are more likely to come into contact with the criminal justice system, whether as a perpetrator or as a victim. HMP YOI Polmont reported that children involved in a pattern of offending, or who are involved in more serious offences, are almost always our most vulnerable, victimised and traumatised young people (Report on an Expert Review of the Provision of Mental Health Services, for Young People Entering and in Custody at, May 2019).

ACEs are known to have a significant negative impact on children and young peoples' development, emotional wellbeing and mental health which can continue into adulthood if not supported. We understand that children and young people experiencing 4 or more ACEs are at significantly increased risk of:

- Poorer emotional health
- Increased rates for mental ill health
- Increased rates of addiction and social difficulties
- Increase rates of interpersonal violence and prison
- Poorer physical health
- Increased rates of physical illness
- Poor educational success

Webster (2016, Beyond Custody) reported studies of trauma among groups of young people found:

- 91% of violent young offenders have experienced abuse or loss
- 40% of female and 25% of male young people in custody have suffered violence at home
- 33% of female offenders have suffered sexual abuse

The bereavement rate among UK children is estimated to be between 43% (Highet and Jamieson, 2007) and 78% (Harrison and Harrington, 2001). Research has identified a higher prevalence of loss and bereavement among people who are in contact with the justice system. However, while the research is clear about the association between childhood bereavement and offending, there is less understanding of why there is an association between the two (Centre of Youth Justice 2019). Vaswani (2019) suggested that the association may be one of correlation rather than the causation and linked to pre-existing vulnerabilities such as poverty or parental mental health/substance use. Alternatively, there may be something specific about the bereavement experience, or the response to that experience, that leaves some children vulnerable to poorer outcomes.

The vast majority of people who become involved in offending do not persist with this behaviour, nor do they find themselves in custody. The Youth Justice Improvement Board, "Improving the life chances of children who offend: A summary of common factors" (September 2019) stated that the link between vulnerability, experiences of adversity and offending is retrospective not predictive, in that most children who experience ACEs and trauma do not go on to seriously offend, but children who are involved in serious or

frequent offending have almost always experienced trauma (CYCJ, 2016). Research also indicates that offenders are more likely than non-offenders to have suffered adverse effects from bereavement and traumatic experiences, which appear to be directly linked to offending behaviour. Therefore, intervention should be both universal and targeted. By supporting early intervention to provide CYP with accessible support when they need it, along with specialist services to support young people already involved in the justice system, this would aim to reduce rates of reconviction.

Analysis was undertaken this year on the history of social work involvement in young people with the highest number of offences for the period 2019-2020. This analysis identified a number of factors that increase a young person's risk of being involved in offending behaviour.

- The majority of the young people were known to social work pre-birth or in their first year.
- All but one case had parental substance use as a factor for social work involvement.
- Domestic abuse was a factor in a 3rd of cases
- Only one of the young people was in secondary education before being open to social work.
- More than half of the young people had looked after status

Based on this information it is likely that these young people have experienced multiple traumas throughout their lifespan. We understand that trauma/complex trauma impacts emotional and brain development, how children view and relate to their internal world of emotions and interact with the world around them. These complex life circumstances and ACE's can breed complex systems of psychological trauma, in which maladaptive, disabling and self-destructive coping strategies occur. Trauma can impact upon adolescents by making them more likely to exhibit reckless, self-destructive behaviour, experience inappropriate aggression, over- or underestimate danger, or struggle to imagine or plan for the future.

It is important to recognise that not one approach fits all, and having an understanding of the impact of trauma along with services that can support children at different ages and stages means we can flex to their developmental needs and readiness to engage in trauma-based work. Bereavement and trauma which occurs early on in childhood is recognised as having a continuing effect on children throughout their development; it is therefore important that this work is revisited throughout their lifespan, as CYP process events differently at different ages and stages.

The Youth Justice Improvement Board notes a range of factors that can contribute to improving the life chances of children involved in offending, including:

- Providing a wide range of universal, targeted and specialist services that are publicised, available, accessible, local, responsive, flexible, sustainable, and that adapt an assertive outreach approach to actively engage with children, with any geographical or service-led barriers that get in the way of meeting needs addressed through joined-up and partnership working. Consistency and continuity of service is particularly crucial for our looked after children, those transitioning to and from secure care or custody, and from child to adult services.

- Recognising that service design matters and building services around the needs of children and driven by them, not the service, ensuring that organisations and their processes do not replicate previous negative experiences (including trauma, adversity, stigma or poor relational experiences)
- Ensuring the whole workforce has a robust baseline and ongoing training on trauma, adversity, mental health, attachment, and resilience, child development and the impact on young people. In addition there is a need to support the workforce in managing the often challenging work of supporting children with complex needs.

Recommendations from the Polmont Expert Review include:

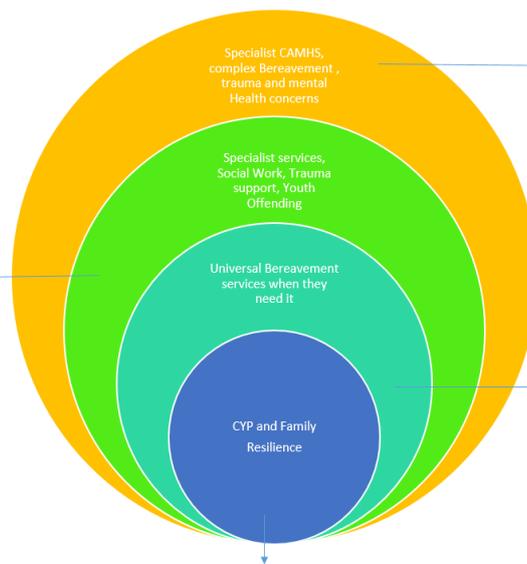
- Embedding trauma informed practice, knowledge of child development and age, and gender-specific training for all working with children and young people is essential.
- Staff confidence in dealing with distress and building nurturing relationships should be enhanced by regular and refresher training and awareness in child and adolescent health and wellbeing.
- In recognition of the impact unresolved trauma and bereavement/loss had on rates of offending, in conjunction with Barnardo's, the 'Here and Now' project was piloted, reviewed and now implemented as a core service to young people sentenced at HMYOI Polmont.

Following the recommendations of the Youth Justice improvement board along with HMP Polmont finding this Project Charter aims to Increase knowledge and understanding of bereavement and trauma support services of key professionals, to improve access of support for young people involved in, or at risk of becoming involved in, the justice system. The aim is to promote and support existing services to create an accessible comprehensive tiered support plan for young people in Aberdeen.

Shared understanding of what we do and why we do it across agencies



Increase trauma-informed practice in services : CYP involved in offending behaviour to have access to therapeutic support for trauma and complex bereavement. Increase staffs confidence via NES Trauma training by CAMHS EI Team and Bereavement training by Bereavement network



Young people who meet threshold for specialist CAMHS intervention to be referred by Social Work, Education and Primary Care. Where they can access direct indivual support/Complex case Consultation pathways.



Develop a shared understanding of existing Tier 2 services to support young people affected by trauma and/or bereavement. Where CYP can access support at school, communities & home. NES EI Training

- families/carers and young people to take proactive actions to address issues at an early stage-Improved awareness of services,
- Accessible resources available to young people on trauma and/or bereavement



In order to test change; this project will collect data for 12-16 year olds at Lochside catchment area of Aberdeen, young people involved in offending behaviour will be target via specialised support services, RAFT, CAMHS and Social Work staff. Offending behaviour is defined as those young people who are known to the police and youth management team, and they have been charged with and received a police or court disposal.

Lochside was identified for 3 reasons:

1. A new school which has brought together two communities, creating a new culture of school in the city.
2. Existing teaching staff are trained in Seasons for Growths (bereavement group work programme)
3. Linking in with the 'Fit Like' Torry Hub may be able to support and embed changes in the community hub.

Measures:

- **Outcome measures**

The number of young people who need support in relation to trauma and bereavement, having access to such support by August 2021

CYP and Family - Resilience

- The number of self-referrals to bereavement support services by young people in the Lochside catchment

Universal Bereavement Support

- The number of young people being referred to Bereavement support by professionals

Specialist Support Services

- The number of Social Work and RAFT staff self-reporting increased confidence in recognising and responding to trauma and bereavement
- The number of people who access the bereavement workshop/webinar

CAMHS

- The number of young people being referred to CAMHS Services with mental health problems who are involved in offending behaviour (tier 3/4)

Accessibility

- Number of young people accessing support virtually, eg via QR Code
- Number of young people/ families self-referring

- **Process measures**

- No of SW & RAFT staff accessed Trauma Specific training (NES/CAMHS)
- Data collection CAMHS referrals for CYP with mental health and offending behaviour
- No of young people engaged in trauma focused work with Social Work and RAFT

- **Balancing measures**

Change ideas

CYP and Family - Resilience

- QR code/s that provides information and allows young people to access online resources on trauma and bereavement
- Information sharing of Bereavement support in local communities, sharing information in schools, community centres and primary care

Universal Bereavement Support

- Existing Bereavement network to promote links with schools and support services: Invite Bereavement Network (collaboration of all Bereavement support in Aberdeen), to host conference/workshop in Aberdeen to provide practitioners with an opportunity to build their knowledge and practical skills in supporting bereaved children and young people. This can be recorded as a Webinar for future access.

Trauma Skills and Training available for Social work, Teaching and specialist support staff (RAFT)

- Virtual NES Training: Trauma Focused (CAMHS EI Team)
- NES Essential CAMHS Training Modules 1-3 – self-directed learning accessed from TURAS
- Virtual multi-agency events to understand each other's roles in supporting young people who experience, and raise awareness of, trauma and bereavement.

Accessibility

- Virtual training Notice board to be shared across services
- Use of technology e.g. Skype/Attend Anywhere/Near Me by existing bereavement network to improve young people's understanding of and to support via virtual support sessions/consultations/clinics for those who do not wish to or cannot go directly to services
- Linking in with Wellbeing Hubs to embed in culture for future sustained change tbc
- Change in no of Self referrals to bereavement groups by accessing via QR Codes, analysed by using run charts

Potential risks and/or barriers to success & actions to address these

- Staff/service/organisational capacity and readiness to change
- Service response to questionnaires
- Gaining baseline and comparative data

- Funding
- Ongoing unpredictable COVID situation
- Competing demands and priorities
- Data sharing (GDPR)
- Cultural shifts

Project Team (proposed):

Jo Aitken, Clinician, CAMHS
 Breige Yorston (Assistant Psychologist, CAMHS)
 Julia Milne, Team leader, RAFT, Barnardo's
 Jody Matheson (Sw Manager Kincorth)
 Brett Morrison (Team Manager) Kingsfield Children's Unit TBC
 Irene Stove (DHT) Lochside Academy
 Gemma Gilchrest –Education psychology/Seasons for Growth TBC

Outline Project Plan

Project Stage	Actions	Timescale
<p>Getting Started (Project Score 1-3)</p>	<p>Draft charter developed</p> <p>Project team identified yet to be confirmed full members</p> <p>Project team meet</p> <p>Base line data to be collated :</p> <ul style="list-style-type: none"> • Guidance teachers (Lochside academy), Social Work, and Specialist support (RAFT) confidence and knowledge of trauma and bereavement work • No of young people referred and self-referred to bereavement services and received support • CAMHS referrals rate for Young people with Offending behaviour, accepted and rejected rated • No of young people involved in offending behaviour who require, have access 	<p>Completed</p> <p>Complete by October 2020</p> <p>November 2020</p> <p>November 2020</p> <p>December 2020</p>

	<p>Bereavement and trauma support</p> <p>Staffs Readiness for Change questionnaire</p> <p>Scope existing services capacity vs demand</p> <p>Baseline of use of virtual appointments across different services</p>	<p>December 2020</p> <p>December 2020</p> <p>December 2020</p>
<p>Designing and Testing Changes</p> <p>(Project Score 4-7)</p>	<p>What activities are required to start testing changes?</p> <p>AWARENESS RAISING</p> <p>Share tiered approach with professionals to develop a shared understanding of services and support available.</p> <p>Attend bereavement network monthly meeting to identify and plan bereavement agencies to virtual training and networking event.</p> <p>Training and Networking event</p> <p>Liaise with Seasons for Growth trainers and Guidance Staff at Lochside Academy. Set priorities and plans for bereavement support in the curriculum with current COVID pandemic</p> <p>Create QR Codes and awareness raising of bereavement services in community (Education, NHS (CAMHS/School Nurses) Social and Voluntary services), posters, links on websites and promote on Facebook pages.</p> <p>Involving young people, raising peer awareness through posters/ experiences of bereavement services</p>	<p>When do you expect to complete this stage?</p> <p>January 2021</p> <p>November 2021</p> <p>May 2021</p> <p>January 2021</p> <p>March 2021</p>

	<p>TRAINING Signpost staff in to free NES training available and track attendance</p> <p>CAMHS Early Intervention to team to establish Trauma training schedule and prioritise staff in Lochside catchment area to begin to test change and Identify key staff to be available for trauma training programme track attendance</p> <p>Virtual Learning Notice board to be shared with all agencies</p> <p>TRACKING CAMHS to track referral rates of YP involved in offending being referred and accepted for MH support</p> <p>No of young people involved in offending behaviour offered and engaged in trauma work</p> <p>Bereavement network to track self-referrals</p>	<p>June-August 2021</p> <p>June-August 2021</p> <p>June 2020</p>
<p>Implementing and sustaining changes that demonstrate improvement (Project Score 7-10)</p>	<p>What actions would be required to implement and sustain the changes that have resulted in improvement?</p> <p>Embed training into induction programmes for new staff</p>	<p>When do you expect to complete this stage?</p>
<p>Spreading Changes (Project Score 9-10)</p>	<p>What actions are required to reach the full scale of the project?</p> <p>Linked in with the Wellbeing Hubs</p>	<p>August 2021</p>

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Community Planning Aberdeen

Progress Report	Locality Annual Reports 2019/20
Lead Officer	Derek McGowan, Chief Officer – Early Intervention and Community Empowerment
Report Author	Neil Carnegie, Communities and Housing Area Manager Colin Wright, Development Manager (Torry) Paul Tytler, Locality Inclusion Manager (Woodside, Tillydrone, Seaton) Martin Smith, Locality Inclusion Manager (Middlefield, Cummings Park, Heathryfold, Northfield and Mastrick)
Date of Report	21 October 2020
Governance Group	CPA Board 3 December 2020

Purpose of the Report
This report presents the third Annual Reports for the Locality Plans 2017-27.

Summary of Key Information
<p>1 BACKGROUND</p> <p>1.1 Community Planning Aberdeen designated the following neighbourhoods as priority localities for locality planning within the terms of the Community Empowerment (Scotland) Act 2015.</p> <ul style="list-style-type: none"> • Torry • Seaton, Woodside and Tillydrone • Middlefield, Cummings Park, Heathryfold, Northfield and Mastrick <p>1.2 Working in partnership with these communities three locality plans were developed which were approved by the three new Locality Partnerships and Community Planning Aberdeen during 2017.</p> <p>1.3 The Act requires community planning partnerships to review locality plans from ‘time-to-time’ and to publish an annual report for each designated locality. A locality plan progress report is a report setting out the community planning partnership’s assessment of whether there has been any improvement in the achievement of outcomes during the reporting year.</p> <p>1.4 The attached Annual Reports have been prepared by Locality Inclusion and Development Managers in conjunction with their Locality Partnerships.</p>

2 THIRD YEAR LOCALITY ANNUAL REPORTS

- 2.1 Each annual report sets out an extensive range of partnership activities which have been instigated to deliver the outcomes within these plans.
- 2.2 The availability of outcome data at the Priority Locality level remains a significant challenge impacting on our ability to robustly assess progress being made.

3 NEXT STEPS

- 3.1 The three Locality Partnerships are currently reviewing the Locality Plans. This review is intended to focus Locality Planning activity on local priorities which would not be met through the delivery of the Local Outcome Improvement Plan. The refreshed plans will be based on the approach within our refreshed Local Outcome Improvement Plan and informed by information analysis, the Locality Plan Annual Report and community engagement to agree priorities.

Recommendations for Action

It is recommended that the Board:

- (i) approve the Locality Plan Annual Reports and that they published on the CPA website.

Opportunities and Risks

Outcome improvement involves gathering, analysing and acting on performance information to improve services and the quality of people's lives in the local community. Having an effective outcome management and improvement framework will help Community Planning Aberdeen assess whether the Partnership is delivering on the priorities within the Local Outcome Improvement Plan 2016-26 and Locality Plans. These Annual Reports provide assurance to the Partnership and the public that Community Planning Aberdeen taking steps to deliver the improvement aims included within the Locality Plans and is contributing towards better outcomes with and for local communities. We are taking measures to improve our approach using data and information to drive activity and understand impact.

Consultation

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

Background Papers

The following papers were used in the preparation of this report: Locality Plans 2017-27

Contact details:

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Community Planning
Aberdeen

Northfield, Mastrick, Middlefield,
Cummings Park and Heathryfold
Locality Plan Annual Report
2019 – 2020
(Draft)



Wildflowers Heathryfold Park next to new housing at Manor Walk

INTRODUCTION

As a local resident, I have been involved in the Northfield Total Place Locality Partnership Board since April 2017. I was elected Chairperson in May 2018.

Again, I would like to say what a privilege it is to be part of a group that has the best interests of Northfield, Mastrick, Heathryfold, Cummings Park and Middlefield at the core of their work and activity.

We have been very fortunate to be joined on the group by representatives from Farrans who have kept us up to date on the Haudigan project. Their input and the information they have shared has been very positive.

I would also like to thank our other partners who share so much information that benefits the communities for example the Health improvement fund, other funding streams and general information.

We also thank our team members who have moved on to other projects and jobs and wish them all the best.

Thanks for taking the time to read our Annual Report.



***Garry McNulty, Chairperson,
Northfield Locality Partnership
Board***

SUMMARY

Northfield Locality Partnership Board has continued to see positive progress on the priorities in their Locality Plan. The Board began to review the priorities in August 2019 in line with the refreshed Local Outcome Improvement Plan from February 2019. Another review took place in early March 2020 with plans to determine the projects to support delivery scheduled for the end of March. Lockdown and Covid response work has meant specific projects have not been identified although the need to address several priorities has intensified.

Prosperous Economy

Reductions to barriers to employment continue to be supported through the Pathways service providing sessions helping people getting into or back to work. The expansion of provision at Middlefield Nursery has supported people into further education and employment. The Food and Fun project has continued to run during school holiday periods supporting families on low incomes by providing meals during the school holidays.

Expansion of Community Food outlets have continued to be a priority throughout the year as demand for cheap and free food has continued to grow. Indications are that this need is only increasing as a result of Covid.

Prosperous People – Children and Young People

The expansion of the Nursery at Middlefield is supporting a number of children with their early development. Creative Learnings project Geronimo delivered in Mastrick and Cummings Park offered creative ways for parents to play with their children, supporting child development and assisting parents' confidence.

Middlefield Project Youth Hub continues to support a number of young people and through their activities have positive impacts on mental health and school attendance.

Prosperous People- Adults

Volunteering opportunities and involvement in community activity has been increased in Cummings Park with the establishment of a management committee at Cummings Park Centre. Family Learning staff worked with a several families towards achieving the John Muir Award.

Participatory budgeting and Boogie in the Bar provide opportunities for people to become involved as well as contributing to projects for the benefit of the area. A group started to support Syrian Scots expanded to a wider number of women who created and published a Recipe Book.

Prosperous Place

The completion of the housing at Manor Work has increased the number of affordable homes in the area.

The developments at Heathryfold Park and gardening projects are further enhancing the area creating green spaces for the community to enjoy.

The Haudagain project has seen the demolition of a number of homes to create the way for a new link road. On completion of this part of project, further new housing is planned plus retail units – although this has yet to be confirmed.

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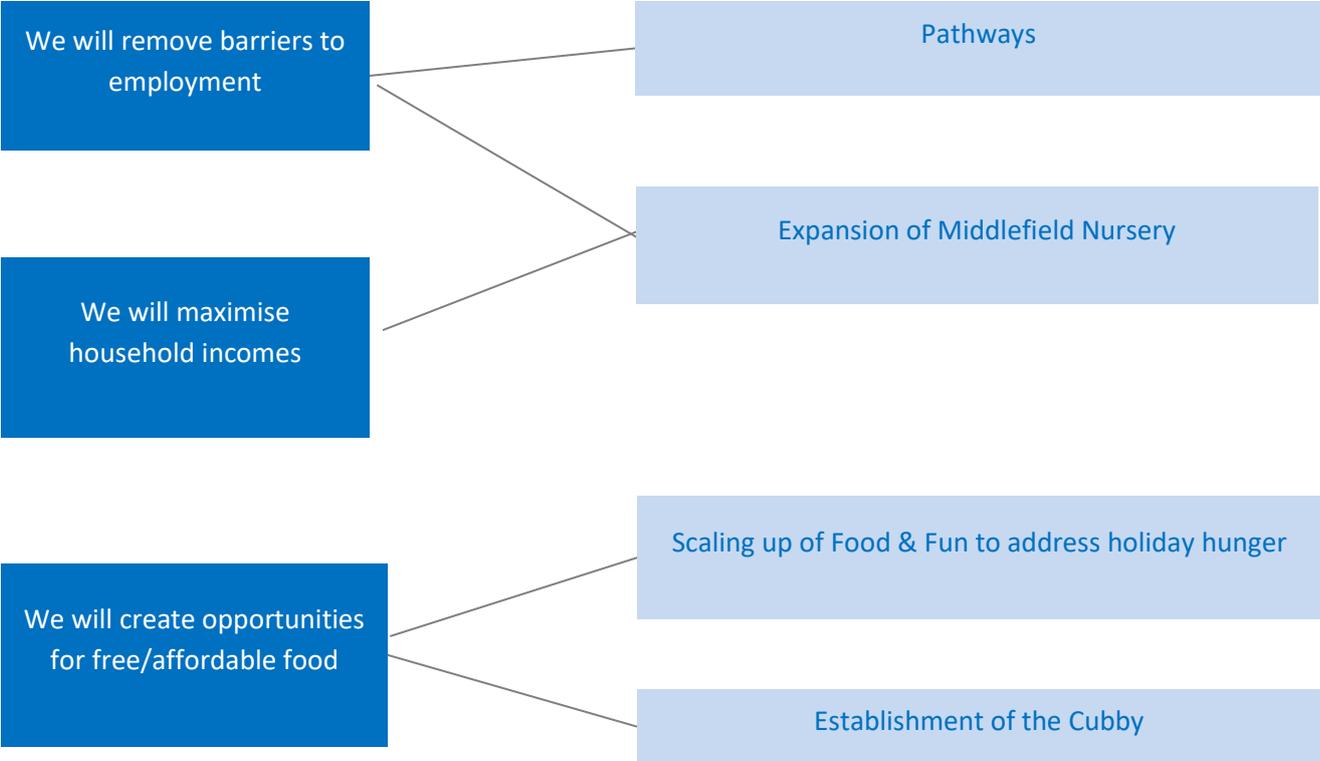
PROSPEROUS ECONOMY



Priority: We will improve economic performance

Areas where we have made changes during 2019/20

Primary Drivers



What key changes have we made?

Pathways

Pathways have Employability Keyworkers who continue to meet people seeking assistance at weekly sessions at Manor Park Centre, Cummings Park Community Flat, Mastrick and Northfield Community Centres.

Pathways assist people from the age of 16 upwards to identify the job or training that is right for them. Key workers support people to plan job goals, help with CV's, assist in completing application forms and that they also have access to funds to remove barriers to work - clothing or equipment needs.

A total of 107 clients were supported across the area over the year. This is an increase of 26 over the previous year. The majority received 1-1 support with 80% being supported into full-time work.

Middlefield Project Nursery

The nursery participated in an Aberdeen city trial offering families the opportunity of extended nursery hours for their children prior to the planned roll out in August 2020. All Me2 children were offered the benefits of the full 1140 hours (potentially 30 hours of childcare per week). Working, college parents and families considered to be most vulnerable were also offered the opportunity of the extended hours too. A total of 72 children from the ages of 2 to 5 attended the Nursery throughout the year.

Families benefited from flexible options with having the full hours as either term time nursery sessions or having shorter term time sessions and their child then attending during the school holidays too. This has helped many families financially. Several parents commented that the extra funded hours had enabled them to have career or college opportunities that they would not have been able to previously have. One parent said, "Financially this is life changing as I am not having to pay for my childcare now". "This has a positive impact for me and my family".

Food and Fun

The Food and Fun project has continued to be delivered during the school holidays.

The programme in Northfield has again been supported by ACC Communities Team staff along with partner agencies Sport Aberdeen through their Active Schools Co-ordinators, coaches,

volunteers and senior pupil leaders; Aberdeen Football Club Community Trust coaches and volunteers also ACC Youth Work and Family Learning workers.

Delivery moved to Cummings Park Community Centre both during the summer and October school holidays. This has successfully led to the involvement of parent volunteers with 2 during the summer holidays increasing to 7 for the October break. Two parents successfully attended Food Hygiene training and received their REHIS certificates.

Eight volunteers went on to organise and hold a Festive Party at Christmas for 40 children.

Once again on Christmas Eve 2019 Sport Aberdeen hosted an event at the Beach Leisure Centre. This time it was a family event with children and parents attending. Coaches to and from the venue were provided through AFCCT, a soup and sandwich lunch was provided by CFINE, and selection packs for all children was provided by Sport Aberdeen.

Supported by CFINE, local families were provided with the opportunity to access food parcels which could be collected in the days before Christmas. A successful funding application meant that fresh meat packs could be added to this supported by a local butcher. For 40 families this ensured that limited incomes could stretch a little further at this particular time.

Community Food

All the community and learning centres across the area serve as distribution points for FareShare food that is delivered by CFINE.

Cummings Park Community Centre has continues their partnership with Tesco's Cloud and collects food that would otherwise go to landfill at least 3 times per week. Foodstuffs vary but there is usually bread and a range of fresh produce that can be collected by anyone who needs it. With the Centre having to close as a result of Covid 19 they have continued to collect food and deliver to Instant Neighbour to support their food parcel distribution.

Manor Park Centre now has a small community fridge allowing more fresh produce to be distributed locally.

Northfield Community Centre operates a Food Bank twice weekly in partnership with CFINE.

Mastrick Community Centre also collect from Tesco and Greggs food that would otherwise go to landfill for local collection. The centre has experienced growing demand from families with young children and in addition to food offer clothing and toiletries to those in need.

The Cubby

Together with six local volunteers, Community Development and Centre based staff with support from CFINE, have set up 'The Cubby' at Cummings Park Community Centre. The aim was 'to develop a food distribution pick up point at Cummings Park Community Centre, open twice a week -one weekday morning and one afternoon from by April 2020.'

This has been achieved with a small room decorated and two commercial sized fridges and two freezers purchased to increase the variety of foods available. This is now a well-equipped space which has extended the amount and range of Fareshare and other fresh, frozen and ambient (dried goods and tinned) foodstuffs that can be distributed.

The Cummings Park area was chosen as there was no readily accessible food bank in the immediate neighbourhood.

By March 2020, 34 households which consists of 65 adults & 63 children have registered to use The Cubby.

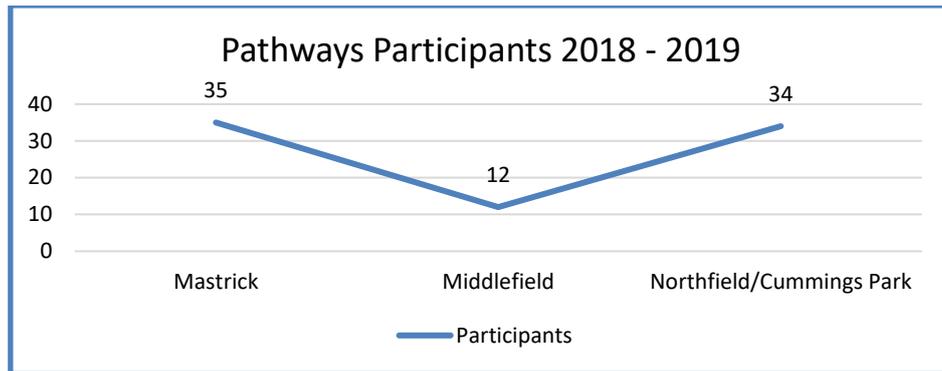
The dedicated space used by the Cubby has increased the capacity to support families and individuals with signposting to other appropriate agencies for any additional necessary supports. More personal conversations are now possible – previously food was distributed from the open foyer area.

The development of The Cubby has had to be stopped due to Covid restrictions. Support to families by food distribution will be the first project to be started again at Cummings Park Centre when all necessary precautions can be in place.

Are our changes resulting in improvement?

Improving Economic Performance

PATHWAYS participants



81 people across the area were supported in returning to work

PROSPEROUS PEOPLE

Children & Young People

Adults



Priority: We will improve quality of life

Areas where we have made changes during 2019/20

Primary Drivers

We will support child development

We will improve community safety (Youth Diverisonary Activities)

We will increase community invovlement

Middlefield Nursery

Geronimo Project

Middlefield Youth Hub

Volunteering

John Muir Trust Award

Participatory Budgeting

Boogie in the Bar

Womens Group & Recipe Book

What key changes have we made?

Middlefield Nursery

With the Nursery expansion working, college parents and families considered to be most vulnerable were offered the opportunity of the extended hours too. Families benefited from flexible options with having the full hours as either term time nursery sessions or having shorter term time sessions and their child then attending during the school holidays too. In addition to assisting with family finances this has supported children with consistency and routines for attending nursery

Feedback from parents has been very positive. All parents highlighted that children benefited from longer playing and learning in nursery. Many parents commented that their child had picked up new words in English and that they were happy to play with more friends. Many parents highlighted that having lunch in the nursery is helping their child to become more confident to try and eat more varied foods. One parent added. "I like the fact that the nursery has been flexible and my child can attend during the holidays too so that they have consistent routines". Other comments include saying that "A Mum finding the benefit of getting more one to one quality time with her youngest child".

Geronimo

Staff from Aberdeen City Council Creative Learning Team delivered the Geronimo project in Cummings Park and Mastrick. The project designed to deliver play and creative activities that support and encourage positive attachment between parent or carer and their child was attended over the 10 weeks by 20 different families in Cummings Park. While the sessions in Mastrick were slow to start by the end – unfortunately, cut short by a week due to lockdown – 29 families had attended.

The sessions included play, creativity and risk taking and ended with a shared lunch. Families carried their learning into the home with one mum remarking "I'll never be able to just throw out an Amazon box again". Parents developed relationships with each other and found that their children could have 'total free play – they don't always get that at home'

Middlefield Project – Youth Hub

Over the course of the year the Middlefield Youth Hub staff worked with 140 young people from Middlefield, Northfield and Cummings Park.

Young people engaged in fundraising for a trip to Belgium and to replace the furniture and fittings in the Youth Hub area. A number of young people attended an enlightening trip to the Findhorn Foundation which started and continued discussions over a number of weeks around wellbeing and environmental issues.

The Hub staff have provided support to a number of pupils from Northfield Academy that have found attending school challenging and behaviours had become difficult to manage in school and in the community. The Hub staff have worked hard with the young people, parents and the school staff in order to deliver a programme of alternative ways of working with the young people than attending school.

Four young people have been supported with developing CV's and job applications.

The Hubs own mental health recovery programme 'MindU' has been a particular success by increasing the mental health and wellbeing of young people. One young person now manages their anger issues much more appropriately and another found their mental health improved so much through attending sessions that he can now attend school 95% of the time after two bus journeys. Previously he was never on time.

Volunteering in the Locality

It has been an aim of Communities staff based in the locality to encourage local residents to get more involved with decision making, taking ownership and responsibility for decisions and actions that affect and benefit the communities they stay in. This requires people developing and sharing their skills with positive impacts for families, friends and the wider community.

It was decided to attempt to engage with local residents in the Cummings Park area using a Community Development approach in order to build a management committee that would oversee a programme of social and learning activities and recruit volunteers to support the development of a food aid resource. It was planned that these would both take place in Cummings Park Centre.

In the Summer of 2019 daily "Food and Fun" sessions were held in Cummings Park Centre. Families with primary aged children attending Bramble Brae School were invited to fill in a form regarding their food needs. Recognised that an ideal time to target parents/carers was at drop off/pick up. Staff concentrated in engaging with parents and carers at this time, developing positive relationships and getting to know more about their needs and aspirations.

At the end of the summer an invite was given asking if people would like to get involved in a committee and volunteer/help plan a food resource. Eight people said they would like to get involved,

Until Covid 19 restrictions were put in place a group of 6 people have been regularly meeting with staff, learning and discussing the processes involved in managing a community organisation that reflects the needs of the local community. Policies have been developed and much work put in to writing a constitution. A formal meeting took place where the constitution was adopted, and the Cummings Park Community Association formally agreed.

Since the Covid 19 restrictions the group have tried to meet digitally with mixed success. They are currently trying to open a community bank account which is very difficult as many banks have suspended this service. Understandably, family life has taken precedence over the committee in some cases, but the group are working through these issues. There is a strong chance of securing funding to allow a learning/social needs programme to go ahead, albeit taking into account the constraints the pandemic may bring.

John Muir Trust – Family Learning

During the summer of 2019 Family Learning Development Workers and the Middlefield Community Ranger worked with families from Bramble Brae, Manor Park, West Park and Quarryhill schools to complete the Family John Muir Award.

The John Muir Award is an environment award scheme where each participant must face four challenges - discover, explore, conserve and share with increasing responsibility and ownership, over the course of four days. At the beginning of the scheme the Family Learning Team gave an overview of the award to the 12 families taking part. They then enjoyed a scavenger hunt in Auchmill Woods, which was followed by putting at the golf club and a picnic in the park. The second part of the scheme took place in Hilton Woods where participants made moth traps, walked around the woods looking for moths, bats and other nocturnal animals, then finished with roasting marshmallows around the fire accompanied with a hot chocolate. The third activity was at Howes Road where the participants did some bird watching with binoculars, went pond dipping, did some litter picking and made doggy poo bag holders. Families also enjoyed making seed bombs and leaf printing. The final activity was at Manor Park Community Centre. Families enjoyed a hunt around the area looking for minibeasts. They also did pebble painting which was followed by the local police officers showing children inside of the police car. The session was finished with a celebration lunch and all families received their John Muir Award certificates.

All families enjoyed learning new skills and finding new parts of their community that they can enjoy in the future as well as building relationships with families from different schools. One family said, “the whole experience has been great” while another commented “favourite was pond dipping enjoyed being outdoors with the John Muir challenge award have enjoyed every activity and would like to do more”. Another families favourite was “sharpening the sticks for marshmallows and sitting together around the fire”. Family Learning Team members

and Middlefield Community Ranger had a great time completing the challenges along with the families and looking forward to working with more families in the future to support them in completion of their award.

Participatory Budgeting

Aberdeen City Council has provided the opportunity to allocate funds to local community groups since 2016 via the Participatory Budgeting process. Community Development staff in Northfield have supported a group of residents to develop their skills so they in turn can support the process. During the 19/20 cycle, Aberdeen City Council via the Fairer Aberdeen Fund provided £10,000 to local community groups for projects that would benefit the community.

The UDecide Northfield Steering Group have built up a wide range of experience from 2016 using the Participatory Budgeting model that has an event at its core. Bidders for funding present their application to an audience of voters who then decide the projects to receive funding. It was recognised during the 18/19 cycle that it would be beneficial to the steering group and PB in the area to develop and explore different models of carrying out the PB process. With this in mind, they approached Northfield Academy about basing a PB project in the school, sharing and developing ideas. The project was a success but the group realised further development was required as they had worked with the pupils in a very limited timescale.

They contacted the Academy late 2019 to gauge interested and the school were keen to participate. The steering group decided to work towards the following outcomes.

- to develop the skills of the adult steering group
- Increase the numbers of people voting
- Explore models of PB including the use of digital platforms
- Increase deliberation time of the young people the group work with
- Recruit young members for the steering group

The steering group held a session with an Academy Working Group consisting of pupils from years 1-3 to learn about PB, refine the model, decide the priorities, funding limits, rules, type of voting and the allocation of voting roles.

The Academy Working Group decided that an offer would be publicised throughout the Northfield community, giving groups the chance to apply for up to £1500, for projects that would meet the following outcomes from the LOIP :

- Being a safe/child friendly city
- Supporting Mental Wellbeing
- Combating Food Poverty
- Supporting Young People to a Positive Destination

They also decided that once the applications were returned, they would be scrutinised by the AWG to check they fit the criteria. They would then be presented at assemblies, advertised on the school digital displays and at lunchtime sessions. The pupils would vote on the 3 projects they believed would benefit their community the most with funding given to the

projects with the most votes. The results would be fed back to the pupils at later assemblies and a celebration held to acknowledge the volunteer's and community group's involvement and learn about the successful projects.

9 bids totalling £12293.80 were received by applicants, were scrutinised by the AWG and presented at the assemblies. The vote took place on 6th March 2020 throughout the school supported by teaching staff, so could be regarded as a whole school effort. 450 pupils voted, the votes counted, and moneys awarded to the following applicants

- **Northfield Youth Project 2020** A weekly youth group and monthly disco for young people with support and food. £1500
- **As-Salaam Project** Fishing and outdoor activities for Syrian New Scots who have moved to the area as a result of civil war. £1235
- **Streetsport Gazebo** A Gazebo to allow chilling out, karaoke, arts and puzzles, or a place to watch the sports at the Northfield Streetsport sessions. £1500
- **The Cubby** A fund to make sure the fridges and freezers in Cummings Park Centre have food in them to give to people who need extra help and make ends meet. £1500
- **Preparing for Secondary** Shazam Theatre Company want to hold drama confidence building workshops for 2 primary 7 classes in the area to build their confidence before attending secondary. £1370
- **Community Food Bank Initiative** Mastrick Community Centre and Muirfield Primary will work together in this pupil led project to build a bigger food bank for the Mastrick area. £1500
- **Boogie in the Bar** People over 50 or with dementia, many who live alone attend a social and dance at local venues. The bid is to provide lunch at the sessions. £840
- **Northfield Masters Basketball Club** To start a basketball club for players to continue participation in basketball outside of school and provide development opportunities in leadership £1349

The number of volunteers that supported this project totalled 14, 3 in the UDecide Northfield steering group and 11 from the AWG, totalling over 100 volunteer hours.

A PB Celebration, plus evaluation session was planned but had to be postponed due to the Covid-19 crisis. This celebration has been postponed and it is hoped members of both steering groups can visit the successful bidders to see the difference PB funding can make to communities although it should be noted that the covid 19 restrictions have resulted in delays to the funded projects. Once they take place the total number of volunteer hours will increase.

The UDecide Northfield steering group have been impressed by the attitude and commitment of the pupils. Also, the planned outcomes were achieved as follows:

- Number of voters increased from 372 (previous PB) to 450.
- Digital displays were used in the presentation of the bids and ideas have been developed to use and simplify the voting process using digital platforms in the future. This PB model departed from the usual one event model normally practiced in the city therefore showed other models could be successful.
- Involvement/deliberation time of pupils increased from two short sessions to 2 double period sessions plus presentations and vote counts.

- 2 young people want to join the main steering group

Boogie in the Bar

Following the success of the Boogie in the Bar initiative that is aimed at giving people with dementia, their carers and others needing additional support a fun activity, “Boogie on Tour” takes the Boogie brand to sheltered housing complexes and brings the party to those who have more difficulty or cannot access the Boogie at the Bar events. The first of the tours was at Lewis Court.

It was Valentine’s day so the décor in the common room was hearts and flowers. Thirty eight residents attended. They had soup and sandwiches for lunch, finishing with some tea and biscuits. After all the food the Boogie was a must. Those that could dance did, and the others simply enjoyed the music and the company.

This initiative goes a long way to the reduction of isolation and from the feedback we received impacts positively on people’s wellbeing.

Womens Group and Recipe Book

The group was set up originally to support women from families who had been relocated to Aberdeen from Syria.

There were 8 women regularly attending the sessions together with 6 children under 5’s. Three of the women completed a recipe book with Arab food recipes. Funding for this project came from Aberdeen City Councils Syrian Project and the completed booklet was sent to the printers just before lockdown. This delayed publication but the booklet has now been completed and distributed to family and friends and further into the community.

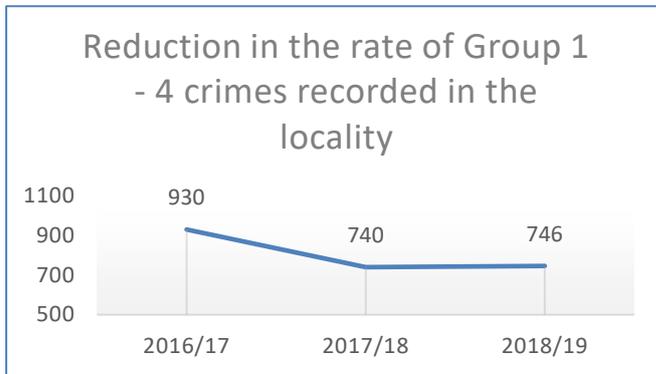
The biggest unintended outcome for this group was that they met at the same time as those developing the Cummings Park Community Association with the two groups regularly coming together to eat and get to know more about each other. They spoke about differences in culture and spoke about their children and schools. They also spoke about the area and the ladies from the management committee group were interested in ideas to develop the area including the development of the coffee bar in Cummings Park Centre. It is hoped this can be developed into providing lunches from different cultures for everyone to enjoy.

Another outcome for the Womens Group was that they successfully applied for funding for 2 summer family trips during the school summer holidays 2019. This was an opportunity for the women and their families to visit other parts of Scotland they had not yet visited and have fun together.

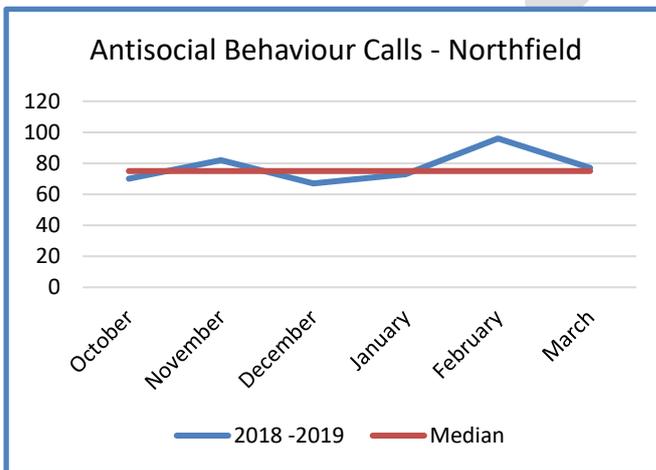
DRAFT

Are our changes resulting in improvement?

Improving Quality of Life



The increase in crimes is totally negligible in comparison to the reduction on the previous year



Youth Anti- social behaviour calls remain around the expected average apart from the rise in February 2019 - due in the main to snowballs

PROSPEROUS PLACE



Priority: We will work together to improve the area

Areas where we have made changes during 2019/20

Primary Drivers

We will deliver high quality housing and support

- Manor Walk Housing
- Housing Improvements

We will improve area facilities

- Heathryfold Park Group
- Middlefield Corners Greenspace
- Haudagain Project

What key changes have we made?

Manor Walk Housing

The Manor Walk development was completed in early summer 2019 with the houses being allocated from August 2019.

This sees the completion of 179 new homes and an investment of £26.5 million across the Smithfield and Manor Walk developments in Middlefield.

Housing Improvements

The flats on Byron Square have seen a major refurbishment project to the external painted areas. Issues with windows deteriorating has seen the project expand to window replacements.

It is intended that with the completion of the work on the flats a project will develop to enhance and redevelop the whole square area reconfiguring the car parking area and generally making the area more 'attractive'.

Heathryfold Park Group

Over the last few years major flood alleviation works have taken place in Heathryfold Park, including the development of flood alleviation measures by opening up the Scatterburn which coursed underground and the building of bunds. The major works are complete for this and are currently being tested and adjustments made.

The development of this area meant design opportunities could take place including the development of two play areas, the creation of a dog play area (one of the first in Scotland), new paths and walkways created, plus various planting opportunities for wild flowers, bulbs, various different grasses, plants suitable for different terrains including semi wetlands and fruit bushes. New paths and walkways have also been built.

Throughout the process a Greenspace Development Group made up of 7 local residents and supported by local ACC Community Development staff have been influential with the design aspects of the development, including the location and design of the playparks, the routes and materials of the paths, the location and design of the dog play area, the placement of litter bins and the planting, plus the introduction of new lighting. They brought a level of local knowledge to the process and showed a commitment to the area by regularly carrying out litter picks. This has brought about much learning about planning, environmental issues, working in partnership and budgeting not only for the local people, but for the staff and workers involved.

The Steering Group also supported various engagements with the local community, from consultations on play spaces to historical walks and talks, bulb planting sessions and in the Summer of 2019 held an open week of activities that included bat exploration walks, science Workshops, a family fun run and even horse riding!

The group also supported activities arranged by a Community Countryside Ranger, managed by ACC Countryside Service and contracted for a year. These included work with the local primary schools, learning about habitat, nature and the environment using various means from guided walks to art activities. Animal searches also took place as the wildlife in the area includes deer, foxes, hedgehogs, many different species of birds and frogs. The Ranger was instrumental in raising the profile of the project within the local community and wider area.

Due to Covid 19 restrictions continued development of the area has been difficult, however this year (2020) saw the first flowering of the wildflowers and the establishment of much of the other planting. It is hoped that more bulb planting will take place and to develop the idea of family runs. It is also hoped to create information points throughout the area.

Middlefield Corners Greenspace Project

The project came to life following conversations with local folk who said:

“The corners of some of the streets are a mess and could something be done to change them from dull, muddy areas where people fly tip and allow their dogs to mess by turning them into something more colourful and appealing.”

The project developed to improve the look of the environment and to further offer food growing activity in the area. It began with improving the green space corners located at the bottom of Kemp Street onto Danestone Circle in Middlefields, opposite Manor Park School. Spring bulbs were donated by Aberdeen City Council and planted by the Nursery School children of the school in October 2019. By March 2020 the fruits of their labours were visible and the community was rewarded with white crocus flowers. Fruit bushes, raspberry and blackcurrant have also been planted so that the local community can forage for berries. More planting is planned with the Nursery School although unfortunately this has halted due to Covid.

The project has been a team collaboration involving our Aberdeen City Council Gardeners, they did the digging and assisted the nursery children to plant the bulbs along with the Communities team based in Middlefield. The project has received funding from the Community Food Growing and the Health Improvement fund of £700.

Middlefield Corners has also registered with ‘It’s your neighbourhood (Keep Scotland Beautiful) and was recognised and awarded their first “establishment” certificate by Steven Shaw, Aberdeen City Council Environmental Services Manager. Manor Park Nursery is among the first nurseries in Scotland to be involved in such a project.

Haudagain Development

Following being appointed by Transport Scotland to work on the major infrastructure improvement project to reduce congestion at the Haudagain roundabout, Farrans Construction came onsite early summer 2019 with an expected completion date of Spring 2021. The project includes approximately 500m of new carriageway connecting the A90 North Anderson Drive and the A96 Auchmill Road to assist reduce traffic congestion and improve journey times.

Farrans have kept the community updated with regular newsletters and pieces in the community magazines that serve the area – Middlefield Mirror, Cummings North and Mastrick Matters. Their dedicated Community Liaison staff are regular attendees at the Northfield Locality Partnership Board and they provide updates for the Board as work progresses.

In addition to their newsletter and media updates, Farrans have held 2 Community Engagement events – a Meet the Contractor in May 2019 and a Public Drop in Event in December 2019. Both were held in the Lord Provost Henry E Rae Hall at the Middlefield Hub.

Following the final demolition of the remaining houses in the Middlefield Logie area, work started to divert utilities which had to happen to allow road construction work to begin.

As well as the actual construction work, Farrans staff have attended Manor Park School to deliver a safety workshop to pupils in Primary 2. A major construction project can be very exciting for children to consider exploring -and the workshop was designed to educate the children of playing in and around the construction site. Various activities were held to highlight the need for safety and the class teacher commented – “The workshop was great, it had a mixture of activities to keep the children engaged, which they continued to talk about afterwards.

Five of Farrans Project staff had signed up to become STEM Ambassadors using their own skills to encourage and promote young people to choose a career in Science, Technology, Engineering and Mathematics (STEM). An opportunity for the company to promote the industry it should offer to inspire the future generation of workers and the STEM Ambassadors will visit Manor Park and other schools in the area over the duration of the construction project.

Not only will the Haudagain Project improve traffic congestion but will hopefully provide exciting future prospects for the areas children and young people.

Are our changes resulting in improvement?

Improving the Area

Locality Partnership

Cummings Park, Heathryfold, Northfield, Mastrick and Middlefield

Martin Smith, Locality Inclusion Manager

Northfield Locality Partnership Board is a well-established and well supported partnership group within the CPA structure. We work together to achieve improvements for the Locality around the themes of people, place, technology and economy and to ensure it is a place where all people can prosper.

Membership

- *4 Community Representatives*
- *2 Community Council Representatives*
- *1 Community Project Representative*
- *1 Community Centre Representative*
- *1 Aberdeen City Council*
- *1 AHSCP Representative*
- *2 Police Scotland Representatives*
- *1 ACVO / Third Sector Representative*
- *1 Deputy Head Teacher*
- *2 Elected Members*

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Torry Locality Report – 2019/2020



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INTRODUCTION

From Community Representatives on the Locality Partnership

As Torry residents, we feel privileged to be members of the Torry Locality Partnership.

In our second year we have continued to strive for the people of Torry, along and equally, with the Locality Partnership members. Together we have played and will continue to play an active role in the selection and development of the outcomes of the LOIP projects and deliver a range of projects and Improvement Projects in the Locality.

Working alongside our partners has been good experience, resulting in positive outcomes for some of the projects that we have been involved in.

Working with a range of partners has been informative and has given us a greater overview of issues that not only effect the community of Torry but city wide. This has given us the opportunity to work together with partners, to ensure the delivery of positive outcomes that meet the needs of our Community.

passionate about Torry confident
respectful supportive
non-judgemental
team player fair
analytical friendly
willing to compromise
reliable represent wider community
welcoming willing to learn new things
& take on board new ideas
action-focused
forward-thinking committed
care about your community
sensible organised

We want a Locality Partnership which is active, inclusive and delivers action. This means that:

- A good cross-section of community interests are represented.
- A wider range of voices are heard that represent the community make up of Torry
- Fresh thinking and ideas contribute to the work of the Partnership.
- Better decisions are made (which address community priorities) and these decisions turn into joint action
- People feel they have ownership and influence over the work of the Partnership.
- The wider community is better-connected into the work of the Partnership and can influence and deliver on the Locality Plan
- There are clear relationships with other community organisations

Looking forward, we plan to continue to work closely with our colleagues in the Locality Partnership to reach common goals that will enhance the lives of Torry residents.

Executive Summary

OUR ECONOMY



Our Economy Drivers

Priority Aim	Primary Drivers	Areas where we have made changes during 2018/19
We will increase the available income levels for residents	We will ensure the community have the knowledge, skills and confidence to reduce household costs and maximise household income	Heat Network Development Community Growing Provision of Low Cost Meals Torry Hub Development
Access to Employment and Enterprise Opportunities	We will removes barriers to accessing employment and employment progression	
	Citywide Job and Apprenticeship creation benefits local residents	Dragados Community Benefits
	We will maximise the employment, education and training opportunities for school leavers	SHMU Train – S2/S3 early Interventions
	New Business Start Ups are supported and promoted as viable economic opportunities	
Regeneration of Victoria Road	Victoria Road will be an attractive Place for residents and visitors	Greyhope Bay VictoriArt

What key changes have we made?

Community Food Growing

These projects feed into the Aberdeen city food growing strategy 2020-2026 which aims to provide access to everyone in the city to grow their own food and be aware of the benefits of food growing and quality environment across the city.

Tullos Community Garden and Growing Space

Summer 2019 saw the delivery of 12 fun and interactive Outdoor Woodland learning Sessions. 20 families took part with a range of ages involved. We had bug and toy animal hunts, planted and picked vegetables, played games and held storytelling. Built dens and toasted marshmallows, with hot chocolate by the mud kitchen!



On the 6th of July the garden held its first Anniversary bash, with around 70 local people along to celebrate, with fun activities, food and refreshments on offer. We planted an apple tree to mark the day and shared birthday cake with everyone.

A number of Planting and garden maintenance sessions took place with the help of local volunteers and timebank hours from Dragados. Giving a small crop of veggies to share with the community.

In October the Garden group also put on a 'Spooky'

Halloween event with some fun, scary activities, a Halloween grotto, games and snacks.

There has been a consistent increase in the number of people coming to use the garden to walk, listen to the birds and for children to play and take part in supported activities.

Lockdown and new restrictions delayed some of the planned projects for 2020, although the group were partners in the Keep Growing Aberdeen - 'Seed Sharing Project' which saw 50 seed packs delivered in Torry and a further 200 city wide.



The **Keep Growing Aberdeen - 'Seed Sharing Project'** ran from April – July 2020 during the pandemic, as a pilot project for the Torry area. To encourage those self-isolating or feeling shut off from nature and their neighbours to take part in a beneficial activity: growing at home and sharing vegetable and flower seedlings within their neighbourhood.

The project was promoted with delivery taking place through E bike and partners, some linked into local food parcel deliveries.

After a successful launch in Torry. The project was rolled out following interest citywide. Seeing 250 packs delivered to individuals and groups across the city. Becoming a collaborative health improvement venture between Community Food Initiative North East of Scotland (CFINE) , Tullos

Community Garden Group, Aberdeen City Communities Team, One Seed Forward and Aberdeen City Health and Social Care Partnership (ACHSCP).

The collaboration sought a variety of outcomes from the projects including:

- Improving mental health and wellbeing during the pandemic,
- Skills and capacity building i.e. knowledge of food growing as a life skill
- Community cohesion and inclusiveness and participation
- Improved dietary habits
- Pro-environmental behaviours
- Developing partnership working,

St Fitticks Growing Space & Orchard

Towards the end of 2019 Cultivate Aberdeen attained the lease of the site on St Fittick's Road next to the golf club. Plans were drawn up with consultation of the community and the next stage was to move ahead with landscaping of the area in the spring of 2020. Cultivate linked in with the Eden Project and Old Torry Community Centre to host a launch event in March 2020. This was a well-attended, vibrant day with soup and sandwiches from Go Green and Cfine, topped off with a visit to the site and entertainment from the Torry Dancers.

Unfortunately, the restrictions around COVID 19 have delayed much of the planned activity on site.

Cultivate Aberdeen Seedling project

Cultivate was successful in securing funding for Grow at Home kits. Cultivate Aberdeen's #GrowAtHome kit was part of our Community Action Response - an initiative to encourage everyone to do what they can to support communities, and particularly vulnerable and isolated individuals during this ongoing Coronavirus pandemic. We wanted to remain true to our vision so we facilitated the ability for people to grow their own - at home! With everything from salad leaves to cress, peppers to chives all being grown for free besides sinks or on kitchen counters when we weren't able to go too far outdoors.



Along with food growing the initiative wanted to support those struggling with the social affects of isolation and therefore created 'grounding techniques' to boost one's resilience to stress and anxiety which were available in every kit. The project was an astounding success and we were inundated with more requests than we could deliver, but by working with other organisations and through the generous funding from both the National Lottery and SHMU Community Support Fund we were able to reach over 500 individuals and families to share some joy for growing and to make steps towards our vision of creating kind, confident, and connected communities through the power of food growing.

School Holiday Food and Fun

In partnership with AFC Community Trust and Sport Aberdeen the children of Torry were again offered the fantastic service of Food and Fun during the summer holidays. Between 15-30 children approximately aged 5-12 were offered a range of activities plus their lunch at Tullos Primary School, thus benefitting their health and offering them a chance to do stimulating activities and mix with their peers. Parents were also delighted with the service as it helped feed their children and gave them a well needed break too. The initiative linked in well with the Big Noise programme which meant that some children almost had a full day of fun at Tullos

A vital partner in the programme was Cfine who contributed the food every day.

Summer 2019 – 975 attendances

October 2019 -

Spring 2020

Due to Lockdown during the Easter break, a different type of provision was put in place, providing for children from Torry and the South who were already attending the Vulnerable Childrens Hub. A multi-agency group of staff and partners provided food and an activities programme

Free and Low-Cost meals

- Jesus House’s breakfast and supper club providing – feeding 135 people every month
- Go Green Café – Running from Old Torry Community Centre – average 40-50 meals each Friday
- Food and Fun Initiative to address holiday hunger – Summer 2019, October 2019, Winter 2019, Easter 2020 – in excess of ?? Meals (emailed Tracy and Fiona for stats – TD)
- St Fittick’s Church fortnightly Lunch Club – 1,320 low cost meals to older people.

Torry St Fitticks Church



St Fittick’s Church provide a range of activities for the local community over and above their church services within the area. Messy Church providing family fun activities with snacks for everyone. Youth and community events provide a base for the Ragamuffin Drama groups running weekly.

Their Lunch Club provide for mainly elderly but is open to everyone. Held fortnightly, on a Wednesday. A team of church volunteers provide a freshly cooked 3 course lunch followed by tea and coffee. Over 60 folk attend, adding up to over 1,320 meals served.

Some of the outcomes reported for those attending are: Reduces loneliness, Increased social interactions, Keep’s people involved and active, provides fun and entertainment, Boosts moral and an opportunity to have a proper home-made meal.

Breakfast and Supper Club Jesus House

The breakfast and supper club was in full operation up until April 2020 when Lockdown took hold. Cooked breakfasts and a weekly evening meal were served to on average 135 people every month. The existence of this club has raised hope in the lives of the people in our community. Some have been able to get back to work, others have reduced intake of substance, and others reduced criminal behaviours. Feedback has shown with support from the church and positive social interactions, feeling of anxiety and low self-esteem has have also been reduced.

Due to COVID-19 restrictions they had to stop physical attendance at the club but instead started door to door food parcel distribution to existing club members and others in the community who needed help. They currently distribute food parcels distribution from the church in Glenbervie Road

every Saturdays. They are looking forward to starting up the Breakfast and Supper club in the near future (when restrictions allow).

Community food outlets and food parcel distribution

Three main providers of food parcels in the area were operating in Torry over the year to March 2020.

- Community Food Initiatives North East (CFINE) - FareShare free produce distributed - 30 tonnes in Torry equates to 4,285 emergency food parcels, >71,000 meals.
However this is not including CFINE's own food bank, which distributed a significant amount of food to Torry residents. There are also a number of CFMs around the city centre who will deal with Torry residents too, however this data reflects those actually based there.
COVID 19 continues to pose a major challenge for Cfine. They switched their provision to contactless home delivery and made >500 deliveries in Torry between April 2020 and May 2020
- TLC Foodbank works in partnership with the Trussell Trust and ran from Old Tory Community Centre.
- Jesus House Church distribution of food parcels over the last year.

Best Start Smile Pantry

CFINE, with partners Aberdeen City Council, NHS Grampian, Health and Social Care Partnership and Torry (a regeneration area) community organisations and residents, has opened a Torry Best Start and Smile Community Food Pantry where members can access good quality, nutritious fresh, frozen and ambient food for £2.50 a week with a typical shopping being worth £20 plus.

*Quote from Carole-Anne Duff
NHS Health Professional*

The Best Start and Smile Pantry "has enabled us to work directly with the public (something that we don't always get the opportunity to do) and to work in closer partnership with a third sector organisation."

Key aspects of the programme, in which awareness and practical steps promoting good oral health are integral, include:

- Establishing a 'Healthy Start Community Food Pantry' where those entitled to claim Best Start vouchers (families with young children) can access the range of produce at a greatly reduced cost as well as free FareShare produce.
- Promoting good oral health practice including 'Making Every Opportunity Count', training for all front line public/voluntary sector staff, raising awareness of the importance of oral health and how to 'spot and refer', building on the 'Child Smile' programme.
- A programme of healthy cooking on a budget training targeted at parents with under 5's and including working with Midwifery services on a "Baby Steps" programme targeted at pre- and post- natal women which includes physical activity (walking primarily) and learning to cook healthy, nourishing meals for their families and infants; promoting oral health to be incorporated potentially including further community growing projects, further promoting local, healthy produce.

Adopting 'Test of Change' (Plan, Do, Study, Act) methodology, learning from the Torry experience, will expand and establish the programme in other regeneration areas.

The Best Start and Smile Pantry was launched on 21st November offering a unique shopping opportunity for Families with young children who are eligible for Best Start Foods. With an initial membership of 20, now increased to 60; members can access good quality, nutritious fresh, frozen and ambient food for £2.50 a week with a typical shopping being worth £20 plus. The Pantry includes

FareShare produce which varies day to day but a typical includes fruit and veg, baby food pouches, steamed rice packets, bread, milk and juice etc.

Several members are using their Best Start Debit Card to purchase fruit, vegetables and pulses. Recipes, using the Pantry ingredients are available and members are reporting back how they have got on when they have tried something new. Volunteers are helpful in offering cooking advice and sharing their low cost, healthy recipes. Members can also access free dental packs, sanitary products, nappies, wipes & toiletries etc.

Sixteen volunteers manage the day to day running of the Pantry shop; they have all been provided with training in Pantry operation processes focusing on requirements and regulation including food hygiene. Key skills in good customer management processes have been outlined and volunteer are trained to identify potential members e.g. primary carer givers, entitled to Best Start vouchers.

Healthy cooking on a pantry budget 5 week course started the first week of March and was attended by 6 mums. Aberlour Child Trust provided a free creche on CFINE premises beside the kitchen and this was attended by 6 children age between 7 month and 2 years.

SAFE team referrals are taken by the SAFE team when they attend the pantry or by one of two volunteers who have undergone training in completing the referral form with a member, to pass on to the team. The member is then contacted by the SAFE team and advised or given an appointment as is appropriate.

Due to COVID 19 the Pantry suspended public opening on the 19th of March. Pantry members were all offered home delivered food parcels, dental packs, sanitary and personal hygiene products, nappies, wipes and baby food and formula. During this process of adapting Best Start Pantry members also received a welfare call or email and they have been provided with food and anything they have requested.

Our key achievements and impact

- Aberdeen as a whole has seen an increase in the uptake of Best Start Vouchers, in the Pantry membership alone there has been an increase of 37%
- Local people in or at risk of food poverty have another option to food banks and the opportunity to buy a healthy, affordable shopping whilst sharing with others the benefits of an inviting, supportive space.
- Our hopes are that the pantries will expand across the City and Shire, that our members will help to create these and that the alliances we have made along the way continue to be beneficial and help each other to help those in need.

Old Torry Go Green Project

The Go Green project uses food that would otherwise have gone to waste to create home cooked hot meals which are given away free at the Community Centre. The number of people served is estimated to average to around 40 – 50 people each week. Some users have commented that it is the only proper home made cooked meal that they receive during the week.

Apache North Sea Provided funding to the Centre to primarily for improvements to the Kitchen area in order to support the Go Green Project. As well as improvements to the Kitchen this funding allowed for a general refresh of the centre with internal decorations taking place along with the sanding and re-varnishing of the hall floor.

Old Torry Community Centre

A public access defibrillator has been fitted at the entrance of the centre to be used by the wider community. This was supplied by the charity Red Rox.

The Centre has also had gigafast Fibre Broadband installed as part of the Cityfibre project. This ensures their public access Chrome computers have superfast broadband for activities such as the Pathways employment support services and users can free wifi access as superfast speeds as well.

Balnagask Community Centre

The Association has recently arranged to redecorate the Coffee Bar and Main Hall within the centre and also arrange for a new flooring to be fitted in the Main Hall.

The chairperson of the Association, Hazel McAllen, was Awarded the British Empire Medal in the 2019 Queen's Birthday Honours list.

The Association ran their usual Summer Playscheme during 2019 which also included trips to Blair Drummonds Safari park, Landmark and the carnivals at Abroath. Other activities for children included trips to the Circus, while the Parents and Toddlers group went to Scallywags in Stonehaven.

Halloweens and Christmas parties were also organised and trips to visit Santa Clause at local stores were arranged.

For the Adults that use the centre the Prize Bingo nights arranged for gifts to be taken to Balnagask House and Torry Nursing Home, with the Volunteers dressed as Elves and Santa. Adults were also treated to a Hogmanay party to welcome in the New Year and volunteers were treated to celebration at the Caledonian Golf Club.

YOUTH WORK IN SCHOOLS – LOCHSIDE ASG – TORRY

The Youth Work in Schools (YWIS team) work across the Lochside ASG within schools in the Torry, Cove and Kincorth areas. The YWIS team's aim is to engage with young people from P6- S6 delivering a wide range of skills building activities to support their personal and social development.

In partnership with young people, primary schools and Lochside Academy Multi Agency Team, the YWIS team offer one to one sessions to support young people's confidence building, consequential thinking, relationships and managing challenging situations in a positive way.

From August to October 2020, 72 young people have accessed one to one support from the Youth Work in Schools Team

Transition Groups-29 young people from Walker Road and Tullos Primary Schools have taken part in a 10 the YWIS teamek transition group to support their move to secondary education

Confidence to Cook – 6 young people have taken part in Confidence to Cook sessions at Lochside Academy and Deeside Family Centre. This has enables young people to develop further skills and knowledge around healthy eating on a budget and learn practical cooking skills

During March to August 2020 , the YWIS team supported young people with google classroom, virtual cooking walk and talk sessions, garden visits to promote positive health and being during lockdown and this support continued throughout the Summer break.

The YWIS team supported young people at the Tullos Hub from April – July 2020.

Lochside Academy Art Group – 14 young people attended the art group on a Monday lunchtime The YWIS team are also part of a joint project supporting the movie group at Tullos Community Centre with Street Sport

STREETSPOORT – DENIS LAW TRUST

Torry is a target area of the Denis Law Legacy Trust Streetsport programme and we are delighted that during this time period we have continued to grow our staple sessions and expand into new activity and opportunities.

Sessions have been delivered at Tullos Playing field. Then since its opening in November 2019, our popular Wednesday session moved to the Cruyff court and saw an increase in users and the number of activities we could offer. As soon as the court opened, we were able to offer an additional Tuesday session in line with the community need.

A Total of **4412** participants took part in Streetsport Sessions

With a breakdown of:

Male = 2760 (63%)
Female= 1652 (37%)

Streetsport Multisport Session breakdown - Participations: **2693**

- 05/11/19- 17/03/20 Tuesday 1930-2100 (Cruyff Court Neale Cooper) -Participations: 492
- 03/04/19- 18/03/20 Wednesday 1930-2100 (Tullos School – Cruyff Court Neale Cooper)

Pilot Combat Sport

After conducting participant interest questionnaires, we trialled boxing activity at our multisport sessions, having received funding to purchase equipment from Police Scotland. Those who engaged were invited to participate in a dedicated fitness and boxing session at Tullos School. We then managed to secure a partnership with Aberdeen Muay Thai in Torry. Securing funding for the hire of the space and a facility coach so that the session was free to the young people we signposted.

From 04/11/19- 19/03/20 there were **456** Participations in this activity.



Young Promoters Squad

From October 2019 until March 2020, in partnership with North East Arts Touring, we set up a group whose task was to organise a series of cinema screenings and professional theatre performances in the Torry community. Meeting weekly to organise events and take part in related activities. An art group, set up in collaboration with the youth work team at Lochside produced marketing material and art to promote the events. Our event group -the Young Promoters Squad was made up of 10 young people of various ages. After a successful cinema screening the group was preparing for a live theatre performance of 'Space Ape' but unfortunately this had to be postponed. Our Grinch Cinema Screening had 40 attendees and at the Snow Queen was watched by Primary 1,2 and 3's pupils.

Dance Classes

We also ran a free dance class at Tullos School, but when funding came to an end, we were able to secure more to allow us to support the Lochside dance group with 367 attendances. We supplied a dance instructor who helped support the PE staff member and the group of pupils to create choreography for a dance competition. This took place at Mackie Academy on the 27th of February 2020.

114 young people from Torry primaries took part in Kickstarter sessions, encouraging them to get involved in the project as well as members of the Wednesday sessions taking part in the Annual Sport Di Strada tournament at ASV.

Greyhope Bay

In May of 2019, the board took the decision to increase fundraising capacity and engaged a further consultant to work alongside Fiona McIntyre in developing a fundraising campaign and support the implementation of a fundraising strategy. In August 2019, Greyhope Bay launched a new campaign focused on creating opportunities for communities, organisations and individuals.

A membership framework was developed that allowed business, organisations and individuals to join as members and be part of Greyhope Bay. This structure created four membership levels - ADMIRALS, SKIPPERS, CREW and BAYWATCHERS and an ever-evolving cross community collaboration that has led to investors getting in on the ground, hosting fundraising events and Skippers, who meet weekly, shaping the project programme and strategy.

By October 2019 commitments of funds and in-kind contributions had been raised to cover over a third of capital costs. This was achieved through the membership programme, including skipper fundraising events and commitments to provide funds and in-kind contributions as part of the design/build phase. In celebration, Greyhope Bay hosted a community event and fundraiser at Torry Battery with over 700 visitors joining in the fun-filled family event.

Building Community

Greyhope Bay leads by building community, it was through crafting a way to connect individuals, businesses and community leaders and creating opportunities to be part of the project that fundraising skyrocketed.

Community empowerment has developed and been identified as one of Greyhope Bay's core values, which means creating structures for community ownership and space for the community to lead. Greyhope Bay membership

includes a free access model (Greyhope Baywatchers) offering Greyhope Crew membership benefits to the immediate community of Torry and Balnagask and ownership of a community events calendar.

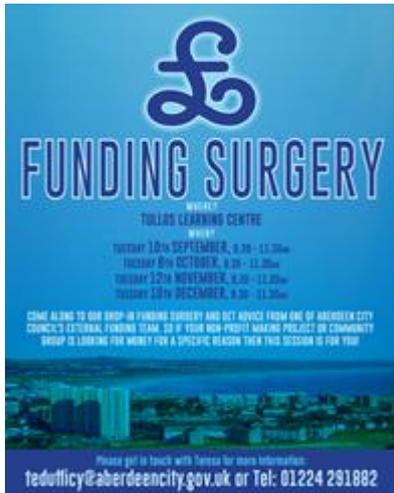
Our community have taken the lead in crafting events from bike rides, afternoon teas, treasure hunts, santa stand up paddle races and beach cleans to both fundraise and offer multiple opportunities to be a part of the project.

Greyhope Bay's ongoing fundraising success through the membership framework and building community has led to strengthened applications to larger grant funders. Greyhope Bay successfully secured £38,000 from Suez Communities Trust in February 2020, with further significant applications to Scottish Water, SNH Year of Coast and Waters, Aberdeen Harbour and Opportunity North East.

A new project manager was appointed to manage the project build and design team with the aim of submitting a building warrant application, finalising detailed designs for the construction and operation of an off-grid facility. This work has included the development of a bespoke green power system that will use alternative energy solutions including solar, battery and eventually wind - designed and built by JCE Energy at no cost to Greyhope Bay. The project aims to be operational at Torry Battery by the end of 2020.

External funding - Torry Funding Surgeries





Between April 2019 and February 2020, 15 community groups attended funding surgeries in Torry, with some groups attending more than once. These surgeries were organised through close working between the Community Development Officers and External Funding Officers at Aberdeen City Council. Two groups were successful in applying for the Wee Grants for Wee Groups funds from the Robertson Trust in January 2020, after attending funding surgeries in December 2019. Another group were successful in their application to the Community Festive Fund and a further group was supported to apply and successfully granted an Awards for All Grant from the National Lottery. These outcomes help to deliver on the Torry Locality Plan and bring in funds for delivering activities in the area.



Other organisations were supported to apply for funding but were not successful. However, the content in these applications can be kept and used to support future applications. Other groups received information about potential funding sources.

Feedback from those who attended included:

- *“The help is much appreciated.”*
- *“The funding meeting was very useful, and it has led us to have discussions in our committee as to whether we should move to a different structure to access more funding.”*
- *“Links she provided for Funding Scotland has meant we have put in an application with another funding group from there.”*

The most successful groups appear to be those who have attended more than one funding surgery – this could be because of there is more time to develop ideas and discuss potential funding opportunities.

VictoriArt



The Victoriart Road Group have continued to brighten Torry’s streets and buildings. Commissioning several new murals, involving local pupils and residents in art and wellbeing projects in the area.

Pupils at Tullos Primary School had a brilliant time in September 2019, helping artist ‘Fit Like’ complete an extensive mural, funded by Tesco bags for life. Depicting shining herring and pupil handprints as part of the colourful ocean inspired design.

The group launched a Mural Health Walk on 28th Sept 2019. Starting at the Victoria Road bridge along to Nigg Bay Golf Club with 15 local people taking part. Planned workshops on t-shirt printing, using a tufting gun, stone painting and collage, linked to the art on show will take place once restrictions are lifted.

The Mural Health Walk Project tells a story about Torry and local people around the theme of health and well-being. It centres on a series of new artworks scattered along Victoria Road in Torry, creating

a treasure trail of art. Artists (Isla Wade, Quarry Wood and KMG) engaging with partners at the Marine Laboratory, Carpet shop on Victoria Road and Nigg Bay Golf Club. The group felt this was a great opportunity to enhance the attractiveness of Victoria Road. These artworks will be added to an online and physical map of local street art in Torry and form part of the new walking route for people to improve their health while enjoying some art.

The group has also secured funding to run a pebble painting workshop for children and adults during summer 2019 in the Tullos Community Wildlife Garden.

More exciting projects are on the way. Include painting recycling bins and colourful painted stairways; like those at the St Nicholas Centre have been funded through HIF and local raffles. However, due to the current restrictions these projects are currently on hold.

OUR PEOPLE



Our People Drivers

Priority Aim

Primary Drivers

Areas where we have made changes during 2019/20

Our Children and Young People will have equal opportunities to achieve in life

We will close the gap between our children entering P1 and the *Aberden Average*

We will close the Attainment Gap

Torry Hub Development

Early Years Expansion

Priority Families

BIG NOISE

Food and FUN & Free School Meals

Pupil Equity Fund

Skate Park

Our Young People will have facilities and services that meet their needs

We will reduce the levels of dependency on alcohol and drugs in our community

Torry Alcohol and substance misuse Improvement project

We will improve the mental and sexual health in our community

Bounce Back

Torry Medical Practice

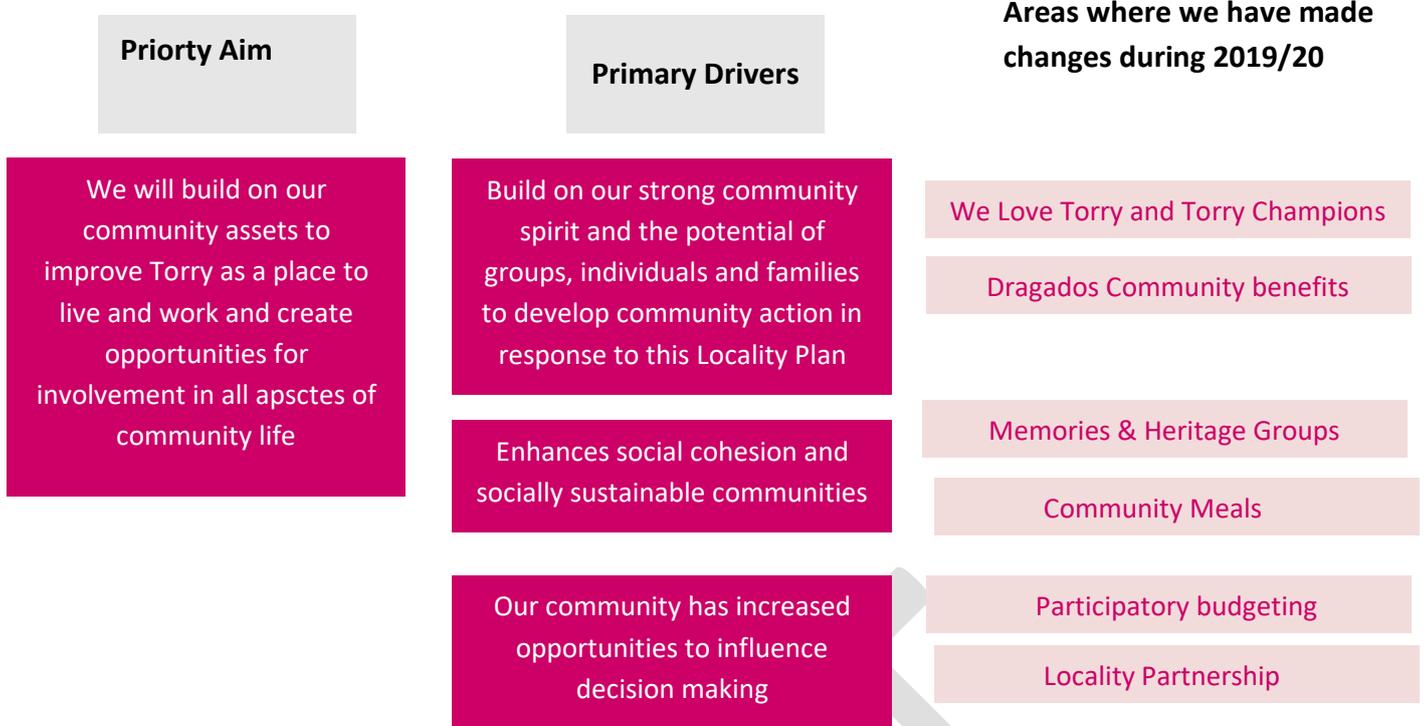
We will improve the health and wellbeing of the community

Community Led Action

Jog Torry

Our Community is kept safe and protected from harm

TYAG and Operation Smallwood



What Key Changes we have made?

Torry Adult Counselling

Torry Adult Counselling provides professional, client-led counselling to people living in Torry. Clients are most frequently referred by the two GP practices working within the TNC but often clients can simply refer themselves via a very simple application form, obtainable at the Reception at the TNC. They delivered counselling to 161 clients in Torry, referred by GP practices and other health workers, social work, education, police and other agencies working either in the Torry Neighbourhood Centre or in the area (home-visiting) as well as self-referrals - 989 counselling sessions were provided. 1 volunteer involved in the delivery of the service, contributing 98 hours. Over the years, the project has grown into a community resource to all people in the Torry neighbourhood. The counsellor reported that she worked with 5 people who required help with accessing PIP

Geronimo - Time to Play

Geronimo- Time to Play is a ten-week project for parents and their early years children (0-5 years) to play and be creative together, in Torry. This valuable time together helps create positive attachment, supporting the early stages of learning, loving and creating together. Nurturing these relationships at this key time can have a lifelong impact and can make a significant difference to childhood development, self-esteem and lead to increased academic achievement as they grow up.



Around 30 children and parents were involved in this project. Almost all (90%) of parents reported increased confidence in joining in with their children's play and learning.

Healthy Minds

The Healthy Minds team is part of the councils Community Learning and Development service and is funded by the Health and Social Care partnership and NHS Grampian.

They aim to assist adults with enduring mental health illness to access learning opportunities within Aberdeen City and support and encourage learners to get involved in their community by accessing learning opportunities to promote their recovery.



In the last year they have supported learners with a wide range of opportunities including Gardening at the Grove, Basic and Intermediate Guitar, Writing Groups, Craft, Walks and Art.

One learner said *"When you reach an all-time low, something like this really gives you a sense of self-worth."*

The Branching Out Programme takes part in partnership with the Countryside Rangers and the Forestry Commission. This project supports learners to gain skills and build confidence over a 10-week programme. Some learners then support future courses as peer mentors. Learners from across all localities attend this group. One learner said the group helped them be *"More assertive, less anxious."*

Some Statistics

- 96% of learners report improved confidence
- 98% of learners report improved skills
- One learner completed their Adult Achievement Award
- Locality 1 Total enrolments 74 Learner Hours 678

COERCIVE CONTROL AWARENESS-RAISING

Communities Torry staff invited Grampian Women's Aid to deliver two 'Coercive Control Awareness Raising' training sessions on the 14th of May 2019 over an afternoon and evening session.

This training, part of a Scotland wide awareness raising campaign, targeted local workers, highlighting changes to the Coercive Control and Domestic Abuse (Scotland) Act 2018. Which came into force in April 2019. Twenty-two staff from a variety of organisations and roles attended: including midwives, housing support, health and social care roles, communities and youth work staff.

The two-hour session provided participants with an understanding of Coercive Control as a specific form of intimate partner abuse, explaining the characteristics of this abuse.

Participants gained information on the main components of the act and how to support women to report and gain help in these situations. Reporting positive feedback with a better understanding of the legislation changes, advice for clients involved, and how to signpost on for help.



Torry Alcohol and Drugs Misuse Project

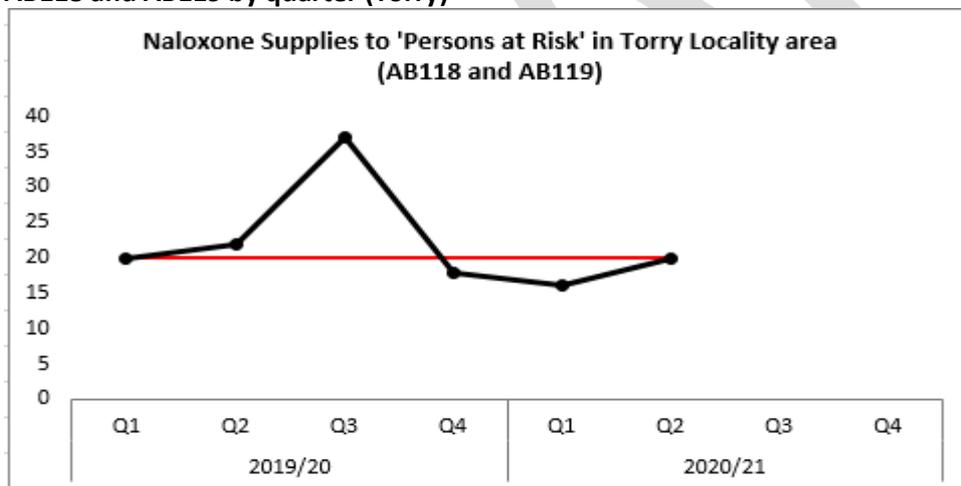
The Locality Partnership is now working with Aberdeen Drugs Partnership and other partners to develop two LOIP improvement projects being piloted in Torry

- Increasing access to Naloxone to avert overdose deaths - “Reduce the incidence of fatal drug overdose by innovative developments and increasing the distribution of naloxone by 10% by 2021”
- Reducing the number of births to opiate addicted mothers.
Due to difficulties engaging relevant partners and data. This charter is currently on hold.

The Torry community embraced a test of change to highlight the importance of having Naloxone available in their community and these figures demonstrate the good work done in this last year. The COVID restrictions have impacted on the ability for face to face discussions regarding Naloxone but measures are now in place to allow alternatives, and we would want to ensure Torry have these opportunities available in the next quarter

A variety of methods were being implemented to increase the provision of Naloxone training and kits to individuals at risk, their families and friends. Those who may be at the scene or in a position to respond in crisis situations. Staff working in situations with at risk individuals were also targeted for training and awareness raising sessions, which will continue once restrictions are reduced. Access channels to Naloxone Kits have also been widened to allow increased and easier access.

Naloxone Community Supplies to "Persons at Risk" - AB118 and AB119 by quarter (Torry)



Also, as part of the Drug and Alcohol Improvement Project Torry Three Drug information training sessions were delivered by the ‘Scottish Drugs Forum’ – coordinated by SHMU

- 6 Feb 2020 – Trauma Informed Practice with people who use substances (15 attendees)
- 7 Feb 2020 -General Drug Awareness Training (20 attendees)
- 3 March 2020– Understanding Stigma- Promoting inclusive attitude and practice. (20 attendees)

Boogie in the Bar

Boogie in the Bar became a regular feature in the Torry social calendar with the dementia and disability friendly boogie taking place on the second Thursday of every month at the White Cockade in Torry.

Some boogie fans hailed from the local care homes, others were isolated elderly who wanted to socialise and listen to tracks from their youth. The boogie started with a soup and sandwich lunch on arrival while requested tracks from the 50's and 60's played in the background. After the lunch and snacks were over, dancers took to the floor. The range of requests went from Abba to Frank Sinatra to Andy Stewart to Elvis and even to AC/DC! Some of the older members had fun teaching the younger care workers the sloss while our resident volunteer DJ Javier Buron from Dragados led on the Macarena. Sessions would often draw to a close with a circle of boogiers dancing along to Runrig's "Loch Lomond".

Sadly the boogie was one of the first thing to close due to covid but like many community activities it went online with the apply named "Boogie in Yer Living Room".

Here is hoping covid is over soon and the boogies will be back in the real world as our older residents have had so much to contend with over recent months.



Community Cooking projects

Torry Tasters – Family Cooking Sessions



Torry Tasters – Family cooking sessions were part of a wider Improvement project. Aiming to increase the uptake of free school meals in the Torry area.

As a lead up to these sessions, workshops were held in both Tullos and Walker Road Primary – asking children how they felt about school meals, which they would like to cook if given the opportunity. School assemblies, information stalls at parents' nights, also highlighting 'Veg cities campaign' promoting the project. Delivered jointly by Communities Team with CFINE. Having secured £2000 Health Improvement Grant funding.

Chef Spotless, the mascot created for the project, has been popular with pupils, encouraging interest in the uptake of school meals.

17 Cooking sessions have been delivered to total of 20 families taking part in 3 community kitchen venues. A variety of health and money saving topics were also included as part of the sessions. Including Oral health and reducing food waste.

Families cooked a range of 12 recipes from the school meal summer and winter menu', including: Singapore noodles, Vegetarian frittata, Chicken Korma, lentil soup and soda bread. With a few additional recipes contributed by the 'Torry memories and Heritage group'.

A colourful, family recipe booklet has also been produced as part of the promotion of school meal recipes with photos from the sessions. 800 booklets have been given to all families at Walker Road and Tullos Primaries and to Cfine Food Pantry, marking the end of the project.

Highlights and benefits of the project

- Pre- workshops in school -engaging children in what would like to cook, and highlighting veg city campaign
- Filming of a cooking session by BBC Scotland which appeared on Grampian news.
- Positive relationships the groups built up over their sessions
- Additional info delivered as part of sessions
- Certificates given to all adults and children who took part
- Template of this project was requested by another school and has been used successfully on the Healthy Me at Northfield Academy with Kyle Hewitt, Child Healthy Weight team.

Some participant feedback:

"Fun and good to work as a family."

"very helpful people. good atmosphere."

"I liked everything."

Jog Torry

JOG TORRY

Jog Torry went from strength to strength over the year. Two new beginners "couch to 5km" courses were run and existing members integrated and supported new members really well. Routes round Torry and beyond were explored although a favourite destination was the Torry Battery and "bagging" the Oor Wullies on the way.

The clear links between physical health and mental health were demonstrated in the group as anecdotally group members remarked on how running was not only leading to weight loss and reduction in lethargy but they also remarked on a boost in mood. With mental health in mind Jog Leaders also completed the Jog Scotland mental health training.

Original members who had gone on to complete the Jog Leader Training then volunteered to run a Jog Scotland group at Tullos for the children there, thus supporting their own community even further.



The highlights of the year was the feel good Santa Run at the Sports Stadium and group members sporting their Jog Torry t-shirts and taking part in the Aberdeen half marathon.

Torry Youth Action Group and Operation Smallwood

During 2019 the TYAG achieved the refurbishment and opening of a vacant unit at the Finnan Street Shops for use as a local youth work base. In one of the local hotspots for YAB. It opened on a limited weekly basis, staffed by workers from the ACC Street work team. While open the area saw a ----% reduction in YAB calls proving a huge success in engaging those hard to reach young people.

However due to staff changes the unit was only able to open for a short time until December 2019. Following this setback, the group were working towards the reopening of the Unit to provide a safe working environment for youth workers as well as a focal point for the community which could be used for a variety of different activities. With interest from -Community Wardens, Priority Families as well as after school provision in using the facility to work with young people and other vulnerable groups within the community.

Those involved felt the Unit had been a wonderful asset in reducing ASB and were working towards the addition of a multi-agency provision to develop a sustainable project for Young people, in anticipation of the new Community Hub opening. Funding streams for the reopening of this facility were being explored prior to the lockdown coming into force which brought developments to a halt.

Over the requested period, ASB calls were recorded at well under one per day, with 286 calls recorded of an antisocial nature, which is a great figure to have and these call types range from anything like shouting in the street, general annoyance calls, to acts of vandalism or drug misuse. This low figure shows the longer term benefits of the work that is being done within the community providing the support to the right people who require it the most.

The Police closely monitored these calls and reacted to the emerging trends by carrying out high visibility patrols, working with partner agencies to support those affected and to provide diversionary activities, such as the opening of the Cruyff pitch, to stop any minor irritations become a major issue.

During the time frame, there were 91 instances where youths were dealt with for criminal acts and reported to the Youth Justice Managent Unit for a disposal decision. These offences ranged from juvenile assaults to drug possession offences. It should be noted that under current Criminal Justice legislation, a youth is defined as anyone under the age of 18 so this figure may be appear higher than would be anticipated. 19 of these offences are attributed to one individual so again this figure is somewhat inflated. To shorten AM

The only real spikes were in August 19 - (9 calls to the Old Torry Academy) and September 2019 - (6 calls to the RS McColls at Finnan Brae), beyond that, the calls were as I say, routine and nothing that was concerning.



Torry Dancers

April 2019 saw the dancers busy practising for their Summer Showcase giving families a chance to enjoy the new routines/skills the girls had learned over the last year and a wonderful opportunity for the dancers to perform on a stage. The senior dancers were once again invited to perform at the Beach Ballroom for an ACC award ceremony in June last year and as always did a great job of showcasing the wonderful talent and commitment of the Torry Dancers. It was a very busy month with the dancers performing for their families at Tullos Primary School which was a great free evening which went well from start to finish and was very well received by the audience. In July some of the Dancers went along to support the Greyhope Bay promotion day.

As soon as the pupils were back to school in August the dancers once again took part in the Celebrate Aberdeen Parade, which, as always was great fun. Next came Xmas where once again they had a free party at Nigg Bay Golf Club for all the dancers. A great time was had by all.

2020 started with rehearsals for the RSPB Scottish week of promotions. Luckily in March they managed to perform for Cultivate Aberdeen in Old Torry Community Centre which was fantastic,



Bonny Torry

A group of local residents wanted to celebrate a positive image of Torry and what better way to do that than recreate the Bonny Torry competition? This had been a hit in the past so with that in mind and support from Cove in Bloom who had launched a similar event in Cove the group got stuck in. Walker Road school was approached for the children to do a poster competition to advertise the event. The Bonny Torry group was blown away with the quality and quantity of entries and a winner was picked, posters were produced and the community was engaged.

There were three categories – front garden, back garden and community garden and Torry Memories and Heritage group produced framed winners certificates while the Community Council contributed towards the trophy. the cup and certificates were presented at a feel-good afternoon tea at Provost Hogg Court.



Torry Teen pregnancy LOIP project

Although parenthood is a positive experience for many young people, it is associated with increased risk of a range of poor social, economic and health outcomes for some. The Pregnancy and Parenthood in Young People (PPYP) Strategy aims to drive actions that will decrease the cycle of deprivation associated with pregnancy in young people under 18 and provide extra support for all of Scotland's young parents.

The teen pregnancy LOIP charter for Torry is one approach that aims to drive action to improve outcomes for young people and reduce rates of teen pregnancy in the locality. South locality data of 25.7 crude rate per 1,000 females aged 15-19 indicates that this is comparable to the national rate which is set as one of the poorest rates in Europe.

OUR PLACE



Our Place Drivers

Priority Aim

Primary Drivers

Areas where we have made changes during 2019/20

Our Community is Safe, Clean and we can move around easily and safely

We have access to affordable fit for purpose well maintained housing which we can sustain

We will increase the promotion, quality and use of our greenspace and heritage

We can Move around Torry easily and safely

The Community is Tidy and well maintained

The Community is resilient

We will deliver high quality social housing estates and housing services

We will deliver additional affordable housing that meets resident's needs

There are increased opportunities to access high quality fit for purpose facilities

Community Ownership of assets

We will improve and promote our Greenspace

We will celebrate and promote our Heritage

We will improve children and young people's play experiences

Traffic and Air Quality management on Victoria Road

Keep Torry Tidy

Living Streets

Housing Estate Upgrades

Torry Hub

Former Phoenix – 258 NBR

Community Growing Spaces

Torry Battery

Memories and Heritage Groups

Park Upgrades

Brimmond Court Backie

The residents committee had an eventful and productive year at Brimmond Court. Besides their indoor social events including bingo and zumba as well as themed party event around about such days as Burns night, they got going on the outside of their building. They managed to secure funding



from HIF and started making their outdoor area a welcoming place for residents to catch some outside sunshine. Neighbours from the other tower block were also welcomed to their new benches – all funded by Health Improvement Fund. Brimmond entered into Britain and Bloom and Bo nny Torry under the community garden section and were over the moon to receive certificates and recognition.

This year was to be extra special for the residents as it marked 50 year anniversary of the building of the block. With that in mind they were assisted in applying for an Awards for All grant and were delighted to be given funding for celebrations. Sadly some of that has since been curtailed due to covid. But the plans are still there to hold a bash when conditions allow.

Community Asset Transfer - Former Phoenix- 258 NBR

Kings Community Foundation have been working with their local steering group, council staff and partners, to complete the second stage of refurbishment to the former 'Phoenix' building in the heart of Balnagask.

Their aim is to create a vibrant, inclusive, multi-functional centre. Delivering a wide range services and groups targeting the whole community: young people, family support, social isolation, employability and addiction services. With levels of anti-social behaviour and poverty significantly higher in this area of Torry. The centre will, as part of a planned approach, hope to deliver solutions to tackle these issues.

The foundation has secured funding for a part time centre manager and are in discussion with a range of organisations including the Princess Trust, to help deliver services.

Further developer contribution monies has now been agreed, along with the signing of a 3-year lease for the building, leading to a proposed asset transfer in the future.

Extensive planned works will include a new kitchen and café area, remodelling of the ground floor, new toilet facilities, general upgrades, reflooring and decoration throughout. Works will be in three phases, taking an estimated 16 weeks to complete. Community Involvement will be key to the Centres success and the driver behind the work it delivers.

The renovation of the physical building and readapting the space to provide a community café.

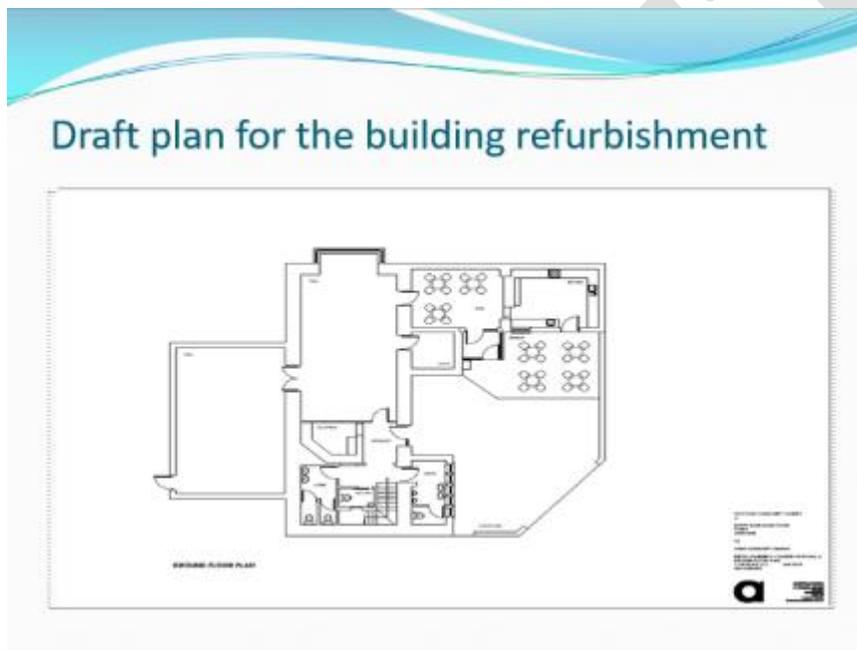
- Provide a community facility that is available and displays value to the community.
- Offering a space for the community to meet and use.
- Having a community café open for people to enjoy affordable refreshments.
- Offering the café and other spaces to be available for local community groups.
-

The provision of enhanced services from the café to benefit the local community.

- Offering cooking on a budget and healthy living workshops from the café kitchen.
- Opening the café for young people to use.

Providing inter-generational services to reduce social isolation and enhance social cohesion.

- The coordination of a weekly programme that provides opportunities for the marginalised and vulnerable in the community to be included and supported.
- Providing post school learning and employment opportunities.
- Offering a debt management and advice service.
- Providing IT training and offering the use of a computers for the community.
- Providing ESOL for the community.
- Working in partnership with the community and other charities to develop a programme of services from the building.



Cruyff Court Neale Cooper

On November 22nd, 2019, Torry hosted the celebrations to mark the official opening of Aberdeen's second Cruyff Court in Tullos. The £250,000 facility, which is named after late Dons legend Neale Cooper, has been built next to Tullos Primary School along with an upgrade of the existing multi-use games area on the Tullos pitches on Girdleness Road.



In addition to the artificial AstroTurf pitch, the courts include a hard surface pitch with the following features: with a solar lit path and a disabled access ramp to ensure accessibility.

- Basketball with adjustable hoops, Mini tennis, Dodgeball and Freestyle Football and an area for outdoor gym equipment

This project will support the delivery of several key strategic objectives through:

- Increasing the no. of individuals taking care of their own health and wellbeing.
- Decreasing the incidence of anti-social behaviour in the surrounding areas.
- Increased opportunities to high quality, fit for purpose facilities.
- To provide opportunities for young people to volunteer and develop employability skills.

Streetsport and the Cruyff Foundation will offer diversionary, plus coaching and volunteering schemes which are designed to provide improved opportunities for local residents to develop their confidence and employability skills through their Heroes of the Cruyff Court programme and Cruyff Foundation Coach course.

Funding to support the project came from Partners:

- £250,000 from the Aberdeen City Council non-housing capital programme
- £50,000 from the Cruyff Foundation
- £50,000 in kind contribution from the Denis Law Legacy Trust

The site sits adjacent to the Tullos Primary School, one of several anti-social behaviour 'hot spots' in the area identified by Police Scotland. Since opening It has been noted, based on community safety analysis, that the increase of provision has a positive effect on the levels of anti-social behaviour in the area.

Graham Hunter compered the event while members of the Gothenburg Greats, ex-Barcelona, Tottenham and Aberdeen player Steve Archibald and, of course, footballing legend and patron of the charity, Denis Law, were among those to attend.

Chairman of the Denis Law Legacy Trust, Graham Thom, said: "We're delighted to be marking the opening of Aberdeen's second Cruyff Court and to be honouring the memory of Neale Cooper, one of the city's most-loved sporting sons.

"The investment made by the Council and the Cruyff Foundation has created a wonderful facility and through our Streetsport team we look forward to bringing a range of activities to the community, with support and encouragement to get involved and enjoy new opportunities."

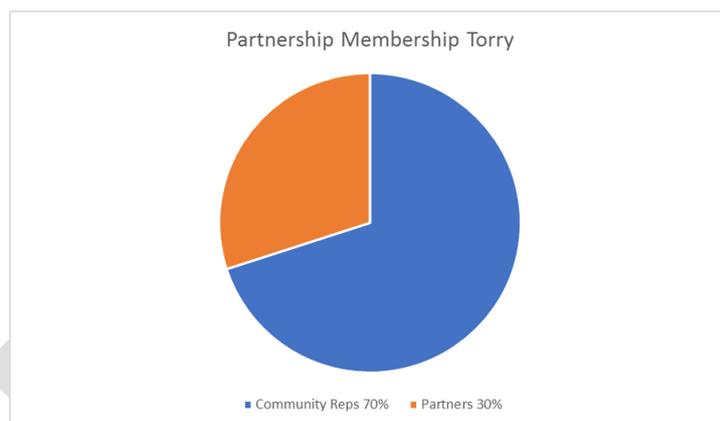


Locality Partnership and Key Contacts

A consistent priority for the Locality Partnership since it was established in early 2017 has been to maximise the role of the local community in progressing the Plan. Whilst our target is 50% community representation, in the past year we have increased community representation on the Locality Partnership from 62% of overall membership to 70% of overall membership. The Partnership has successfully attracted local membership from a diverse cross section of the community

Membership

- 9 Community Representatives
- 1 Community Project Representative – Big Noise
- 4 Local Councillors
- 1 City Council Representative
- 1 Police Scotland Representative
- 1 AHSCP Representative
- 1 ACVO / Third Sector Representative
- 1 Active Aberdeen Partnership Representative
- 1 Local Head Teacher



For all enquiries in relation to this report, or about Locality Planning, please contact the Locality Team in the first instance by emailing: CoWright@aberdeencity.gov.uk



Community Planning
Aberdeen

Woodside, Tillydrone and Seaton Locality Partnership Annual Report 2019/20



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Woodside, Tillydrone and Seaton Locality Partnership

Further information about the Locality Plan and the Locality Partnership can be found at: <https://communityplanningaberdeen.org.uk/priority-localities/>

Any questions on the partnership or this report should be directed in the first instance to:

Paul Tytler

Locality Inclusion Manager

Aberdeen City Council

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Introduction

Welcome to the 2019/20 Woodside, Tillydrone and Seaton Annual Report.

The report covers the period 2019/20 but it would be remiss not to include the early response to the ongoing Covid 19 situation. Covid 19 has almost overshadowed the work undertaken during the reporting year and it has been refreshing to review and reflect on the extent of work carried out across our locality.

Of particular note is the range of support delivered across a wide range of community organisations and our partners, delivering services and support, that have clearly proven their value in recent months. It is also admirable how service delivery has responded to enable that support to continue to be provided to people in the community, including the most vulnerable people.

The next period will continue to see delivery challenges in response to the ongoing Covid 19 and finding ways to engage with the wider community, where not everyone can rely on online communication.

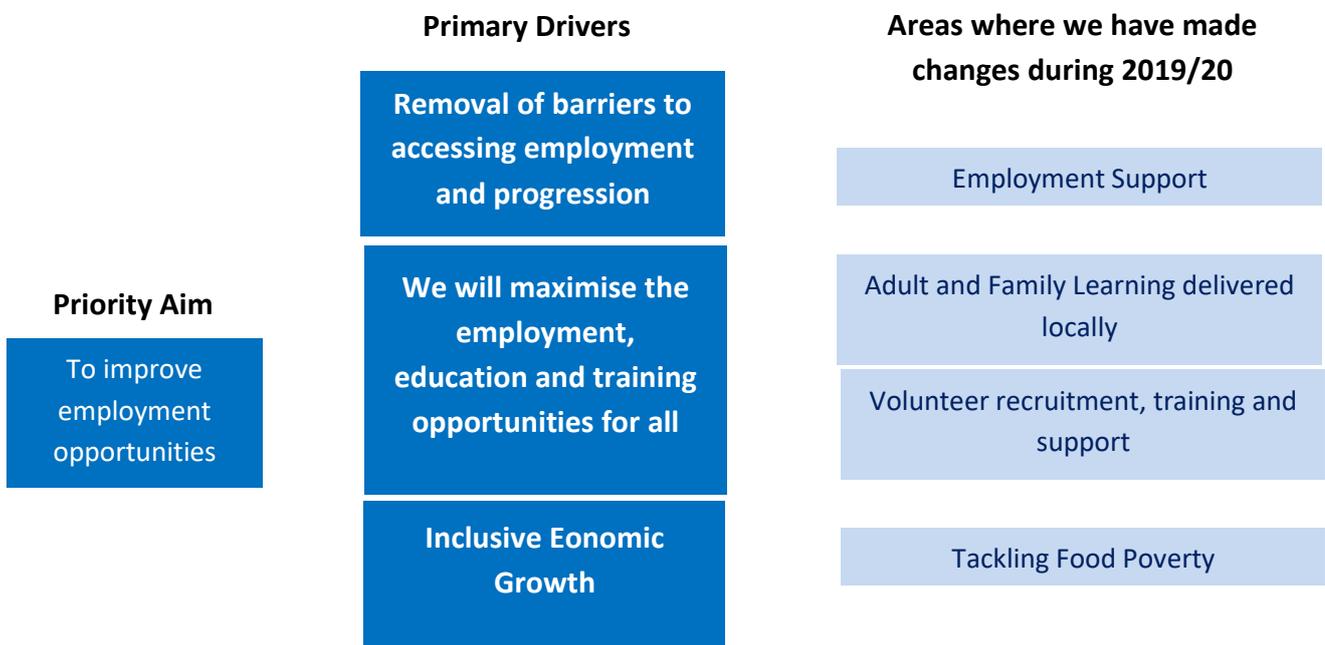
Looking forward to the next year, we will be refreshing the locality plans to align with the citywide Local Outcome Improvement Plan and again the challenge will be finding safe and effective ways of engaging widely to support that work.

In the meantime, I'd like to thank all the volunteers, community groups, projects and services for their work in support of our locality; our partners in Police Scotland, Scottish Fire and Rescue Service and Aberdeen Health and Social Care Partnership for their support and work in the communities. I'd also like to thank the community learning and locality team for their work in support of the plan.

Paul Tytler
Locality Inclusion Manager

PROSPEROUS ECONOMY

Priority: To Improve Employment Opportunities



Changes in Woodside, Tillydrone and Seaton

Volunteers

Tillydrone Community Campus opened last year as a way of gathering in one facility a range of services and to provide a space that could be used for the community and local groups to meet. Within the Campus there was a café with the intention of employing a chef and recruiting volunteers to support the chef and the workings of the café.

Over the course of several months prior to and beyond the opening of the café a recruitment drive took place to recruit volunteers. This was done by utilising third sector providers in the area, ACVO, social media and through personal contacts. As a result, we recruited 24 volunteers.

"This has been a godsend and definitely making me more creative with food to use up what we get it's fantastic probably see you Friday ☺" (comment from one of our group member)

Having an opportunity to have regular discussions with members whilst collecting a parcel or through a message or call, various issues have been raised, mainly from those with a protected characteristic. Six individuals and families from different ethnic minority backgrounds have been supported with issues such as domestic abuse, sexual work harassment, fuel and food poverty and migration/visas issues. Many members of our community 'struggle in silence' due to a lack of understanding of the social benefits system, cultural differences (such as seeing a local authority as a negative source of power), or simply being ashamed to ask for help. The support has been delivered in partnership working with the Lighthouse support centre.

"As foreigners, the care we felt from the Tillydrone Community Campus, through the Foodbank and the direct support from Zuzana have touched us and made us feel the sense of being in a community again, especially in the lockdown time."

Tillydrone Community Campus hosts a Trussell Trust supplied Food Store, operated by the Lighthouse Project. Some of the volunteers recruited for the campus café opted to volunteer at the Food Store too. The Communities Team supported Lighthouse to get settled into the new building and develop a way of working that worked for them and those who accessed the Food Store.

The Store was open twice a week and operated a referral system that meant families identified by third party organisations could refer. Self-referral was also possible. Whilst the food was available so was an opportunity to speak with Lighthouse staff to identify any underlying issues with support given to address these.

The Food Store regularly supported 12 families each time it was open. Since COVID struck this has increased to 30, clearly demonstrating the increased demand in the community.

Employability

Fersands and Fountain Community Project provides a range of employability support for people in the locality, including the provision of volunteering opportunities for over 12's with their youth committee, fundraising events and more. Over 16's with PVGS can volunteer in the wider project developing vital skills, training and experiences to maximize employment opportunities. A particular case study is below:

'A young person aged 21 that we had worked with since they were 3 approached us. They had been having a rough few years with mental health and alcohol issues and was looking for some help to give their life a new focus and improve their mental wellbeing. They started volunteering in the Pantry working around 10 hours a week helping in the shop, in time they came into the office and started to support the admin side of the project. We have seen this young person's mental health improve

and they are now living at The Foyer, meeting weekly with their support services and continue to volunteer for us. They have gained really valuable skills and are an asset to our project. We have just supported this person to apply for college starting in the summer in social care and hope she moves onto this positive destination.'

Pathways

Support residents of the locality into employment by providing tailored support for people from the first stages of job seeking through to securing and maintaining employment. They identify and encourage participation of hard to reach residents in the localities through weekly drop-ins, Work Clubs, established links with partner agencies and individually tailored 1-2-1 Keyworker support, accessing a variety of specialist support as appropriate for individual clients, ensuring they receive relevant support to overcome their barriers.

A team of Employment Keyworkers provides support in all aspects of jobsearch, from initial development of CV's, through identification of job goals and barriers, to identification and matching to suitable vacancies, help to complete application forms and preparation for interviews. All participants are also offered in-work support once they start work to ensure job retention. Pathways link with partner agencies where appropriate to ensure that participants receive specialist advice, including budgetary advice before entering employment.

A number of clients are now further away from the work market and therefore need more support to get them job ready. There are also a number who are older, nearer retirement age, but need to gain work as required within the UC criteria. The labour market in Aberdeen has been very poor over the past year in Aberdeen. There have been occasional glimmers that it was about to pick up, but it has then gone very flat again. As a result, there are far fewer vacancies in lower and unskilled vacancies than in more buoyant years.

Compounding the limited vacancies available after Christmas, as the labour market started to pick up the impact of the coronavirus pandemic slowly began to be felt. In March, when employers are often looking to forward recruitment, the labour market slowed drastically and eventually stopped, limiting the number of people into work once again.

STAR Community Flat – Langstane Housing Association

The S.T.A.R Community Flat is based in the Seaton area of Aberdeen and serves the local population. The flat offers a range of free services and classes to support and enhance the day to day lives of Seaton residents. Throughout the year they have held very popular classes in cooking, sewing and craft classes. The community flat helped support 15 people to get back to work. 205 referrals were made to Trussell Trust for food parcels. 99 referrals to Mrs Murray Cat & Dog home for pet food. A member from the CFine SAFE Team providing a weekly session at the Flat and good results were obtained by using this service, providing financial and benefits advice.

Due to the Coronavirus outbreak, for the health and safety of the Flat users, staff and volunteers, the Flat temporarily closed at the end of 17.03.20. The Flat has been using its Facebook Page to notify Seaton

Residents of any important developments and to answer queries, whilst also sign posting people on to other appropriate agencies.

Tillydrone Community Flat

The flat provides a resource for community activity, supports community capacity building and learning, as well as providing a venue for a range of organisations that offer support, information and advice. During the year, 25 agencies used the flat to deliver advice and support services for a range of issues including Health, Education, Employability and Financial Inclusion. There were 3326 recorded uses of the flat facilities, including use of washing machine, phone and access to computers. There were 68 Learning Support creche sessions with 36 children attending creche sessions. A total of 387 participants were involved, 41 of them under 16 years old. 36 people were involved in adult learning activities, 2 people were on the Tilly Tattle editorial group and 12 volunteers contributed 600 hours of volunteer work.

Tillydrone Community Flat is a thriving hub for community activity and provides vital support to local residents. Service user numbers continue to rise and are at a very high level in relation to the size of the project and the minimal staffing levels.

The most notable success of the last year has been the successful outcome of the Participation Request brought forward by the Management Committee in securing the future Tillydrone Community Flat in its current location. This was a substantial piece of work which involved a lot of data collation, risk factors and meetings with ACC officials. The passion and local knowledge of Committee members was tantamount to the positive outcome which has been a source of great happiness and relief to our service users. This outcome has been further enhanced by the Tilly Community Flat being awarded Charity Status by OSCR in mid-March. The flat hosted two Social Work placement students from RGU this year – 2nd and 3rd year, further increasing their strong partnership with the University who recognise the Flat as an ideal placement setting affording students a varied, enlightening and challenging placement.

PROSPEROUS PEOPLE

Priority: Communities are Inclusive and Safe

Priority Aim

Primary Drivers

Areas where we have made changes during 2019/20

Communities are inclusive and safe

There are groups and networks that strengthen the sense of community

We will work in new ways to ensure engagement of all sections of the community

Young People

Community Support

Participatory Budgeting

Family Learning

Improve health and wellbeing with increased access to healthy food

We will prevent and reduce the levels of substance misuse in our community

Mental Health

Breastfeeding

Sustainable food provision will be developed

Community Growing

Changes in Woodside, Tillydrone and Seaton

Mental Health

Young People and Mental Health is identified within the Local Outcome Improvement Plan as well as being identified as a local priority by the Local Partnership (including the recent refresh of locality priorities), with the stretch outcome being;

Increase the confidence of parents and young people to recognise and seek support in response to deteriorating mental wellbeing by 2026.

A locality subgroup was formed to develop a plan and a course of action in how work locally could contribute to delivery of the stretch outcome.

Youth groups were identified where engagement and information could be gathered on their experience within schools and the wider community looking at their mental and emotional wellbeing. Coupled with this we would embark on a program of activities to create opportunities for the wider community to access partner agencies and training opportunities.

We were able to provide 6 free places for community members to attend Mental Health First Aid training and engage with 3 youth groups (engaged with 12 young people). A world café event was organised where young people, volunteers, local youth groups and community members were invited to help inform the next phase of the work. Unfortunately, COVID prevented us from hosting the event. Online platforms are currently being explored to continue the engagement and support.

The Healthy Minds team is part of the councils Community Learning and Development service and is funded by the Health and Social Care partnership and NHS Grampian.

We aim to assist adults with enduring mental health illness to access learning opportunities within Aberdeen City. We support and encourage learners to get involved in their community by accessing learning opportunities to promote their recovery.

Our team co-ordinates and supports a variety of small learning groups in venues throughout the city along with offering support to individuals to access mainstream activities arranged in partnership with other agencies.

In the last year we have supported learners with a wide range of opportunities including Gardening at the Grove, Basic and Intermediate Guitar, Writing Groups, Craft, Walks and Art. Learners who took part in activities at the Grove supported Aberdeen's Britain in Bloom bid.

We had a DJ Workshop at Cornhill hospital which started off as adhoc sessions and developed in a 4-week course culminating in the group recording a CD at Captain Tom's Studios. Four learners took part from across the localities where supportive relationships were formed which have been helpful during the lockdown. One learner said *"When you reach an all-time low, something like this really gives you a sense of self-worth."*

Healthy Minds

Healthy Minds celebrated our 12 volunteers in December at an event at Rosemount Community Centre. Over the year the volunteers have amassed an astounding 1680 hours of time by supporting craft, music, Branching Out, Men's Group, walking, sports and activities at The Grove.

The Branching Out Programme takes part in partnership with the Countryside Rangers and the Forestry Commission. This project supports learners to gain skills and build confidence over a 10-week programme. Some learners then support future courses as peer mentors. Learners from across all localities attend this group. One learner said the group helped them be *“More assertive, less anxious.”*

Consultation on the Promoting Good Mental Health Action Plan

Aberdeen City Health and Social Care Partnership launched a consultation on their new action plan for community Mental Health in December 2019. On the 28th/29th January the Healthy Minds Team facilitated two consultation events to encourage our learners to give their views on the action plan. One event took place at the Grove in Hazlehead with 7 participants and another at Rosemount with 15 participants. Learners were encouraged to give their opinion on each of the 14 actions as well as the overall presentation of the plan.



Most participants felt that the actions would assist in supporting and promoting health and wellbeing in Aberdeen but were concerned about the layout of the document and the language used. There were also several concerns about the use of technology and how mental health service users would be able to access information if they couldn't use a computer.

Many learners were positive about the increased use of advanced statements but were unsure of how they worked. Several learners also commented on the need to increase peer mentors and volunteers to support learners who are just starting their recovery journey.

Work at the Blair Unit

We also have an adult learning tutor based in the Blair Unit at Cornhill Hospital. The tutor works with adults within the low secure forensic mental health service on a range of topics which have included support with driving theory, general maths and science, cyber security, CV writing and art over the last year.

Statistics

96% of learners report improved confidence

98% of learners report improved skills

One learner completed their Adult Achievement Award

	Total enrolments	Learner Hours
Locality 1	74	678
Locality 2	86	597
Woodside, Tillydrone and Seaton	70	578

Printfield Feel Good Project

The project aims to increase relaxation and wellbeing by providing Complimentary Health sessions including Reflexology, Reiki and Indian Head Massage accessible to everyone within the area of Woodside and delivered by a qualified and experienced Complimentary Health Practitioner. During the year, 20 participants accessed 76 therapy sessions.

Fersands Family Support Worker

Support vulnerable families in the community; provide regular one to one support and advice on a wide range of issues including housing, employment and child protection, involve parents in group discussions and activities which make them feel less isolated and increase their parenting skills.

Link with Social Work and other professionals that can offer support to the families, introduce new resources and opportunities for families to benefit from or become more involved in community activities or volunteering opportunities. Help individuals to access employment or educational opportunities, offer direct practical support and play a key role in representing families during family case meetings. During the year, 44 families received support and 2 parent groups ran weekly. More intensive, long term support was provided to 12 families who have social work involvement.

Many vulnerable families benefit from financial grants or donations of goods to support the family in crisis situations, this work has increased through changes to Welfare Reform. The support worker has managed to help families apply for and receive over £3000 in support grants.

Young People

Communities staff undertook lead contact roles to help the multi partner work undertaken to support vulnerable children and families. This involved acting as a contact point for all communications, fire and health and safety, one to one support to children where appropriate and liaising with Social Work, the Youth Team, AFCCT, Sport Aberdeen and other providers to develop the children's programme. For example, one family who were previously unopened to SW were allocated a Social Worker due to a child protection concern, with at least three further child protection concerns being raised with social work. At least 25 food parcels were handed out to hub families every week to try and help tackle food poverty An average of 15 vulnerable children per day were supported during this period. Feedback from schools, parents, children, and staff has been very positive and a report on the inspection of the Hub by HMIE can be found at Appendix 1.

Fersands 2's Group

This group provides a safe welcoming and stimulating environment to deliver good quality play and learning experiences for children to encourage motivation, and enthusiastic learning. Target the most vulnerable families and work with parents, health visitors, education support workers social work to maximise the child's development opportunities. During the year, 19 children attended and 4 pre nursery groups were held per week. In addition, 2 volunteers contributed 192 hours of volunteer time.

Fersands Youth Work

Provide a wide range of youth work services to encourage young people to take responsibility, experience new activities, gain new skills, new experiences, work together, build relationships, and learn about health issues, employment and other issues relevant to the young people. Provide free alternative activities including day trips and residential camps which take the youths into different environments, new situations and new challenges, helping them become more independent and to work as a team. Over the year, 120 young people participated, 101 of them under 16 years old. Additionally, 8 volunteers contributed 136 hours of volunteer time.

St George's Church - ACT Attack

This group provides drama classes as a means to help promote a sense of value, self-worth, and self-confidence in young people, and give them an appreciation of Arts, drama and music while having fun and enjoying themselves. During the year, 55 under 16s were involved in 50 classes. A total of 6 volunteers contributed 80 hours of volunteer time

Community Support

Staff from the Communities Team and Health & Social Care were involved in supporting the community resilience work during the COVID -19 lockdown. The Grampian Local Resilience Partnership (GLRP) agreed to establish a Humanitarian Assistance Centre (HAC) to deliver Care for People and Community Resilience under one banner. The following areas of support work were actioned;

Community Audits

Neighbourhood Leads consisting of Communities Team and Health and Social Care Teams were directed to assess the capacity of community organisations to support volunteer and resident needs during the COVID-19 lockdown. AS an example Locality 3 neighbourhoods assessed over 20 organisations in relation to community support capacities. This included whether they had enough digital connectivity, volunteer numbers, funding, training and structural supports to cope during the C-19 lockdown.

Shielding Survey

Neighbourhood leads were also tasked with door knocking duties to contact people who were identified as being in the shielding category and who had not confirmed receipt of their letters. Approximately 400 checks were made in locality 3. The checks involved an online survey which asked if the resident needed food and prescription deliveries and if they required emotional support. Feedback was evidenced through the surveys that residents felt very

isolated during this time and were very appreciative of the fact that neighbourhood leads were making contact with them and ensuring their safety. One observation, there was a lot of friendly chat during the shielding letter checks which helped alleviate the seriousness of the lockdown environment. The door to door activity enabled a degree of community engagement that has also gone along way into gaining a better insight into community needs and perceptions. This in turn will help align services to meet those needs.

The Emergency Crisis Line

Neighbourhood leads also actively contributed towards the crisis line support offer by linking/directing volunteers to community organisations to register support offers for prescription deliveries, food shopping support, foodbank delivery, mental health support. Staff distributed over 10,000 posters advertising the crisis line number to businesses and community organisations across Aberdeen during the C-19 Lockdown period.

Community Growing

A small group is working on a community growing project on Hayton Road in Tillydrone, called 'Earth and Worms'.

The group needed support to recruit volunteers, which was done in partnership with the environmental team who posted out a volunteer opportunity to those who were on the waiting list for allotments. From this there were 7 responses with 4 being met to date at the garden. An online meeting is planned for the volunteers to support the development of the garden, clarify expectations and roles.

The garden itself is semi-wild and requires time and effort to have it the way the group would like it. The volunteers have seen the garden and know the extent of the work required but are also excited by the prospect of being involved in the development of the community growing space.



Participatory Budgeting

The Locality Partnership agreed that applicants for the participatory budget of £20,000 should have a focus on Additional Support Needs. With that in mind, a partnership was formed with the Disability Equity Partnership (DEP) to set application criteria, while also ensuring due diligence and governance.

The criteria were deliberately broad in order to allow for applications from as wide a range of projects as possible to go forward to the public vote. Applicants needed to demonstrate inclusiveness about people who have physical, sensory and learning disabilities.

The DEP gave guidance on the promotional materials as well as the accessibility and location for the accompanying public event while the Partnership gave advice on voting criteria.



Following a public event at Seaton Primary School, online voting, leaflet distribution across the entire area and presentations at primary schools - allowing pupils aged 5 and upwards the opportunity to fully participate in a meaningful democratic process. The public event took the form of a market stall, where the 13 projects which applied set up displays allowed members of the community to move around freely, speaking to project team members before being invited to vote. The following projects were voted for and received funding;

- Woodside Community Centre - Older People Day Trip.
- Woodside Community Centre - Summer Playscheme.
- Lord Hays Court - Sensory Garden
- Fersands - Holiday Playscheme
- Granite City Taekwondo - Taekwondo Classes
- KittyBrewster Primary School - Creative Energy: Imagine Our Potential
- Seaton Linksfield Network - Seaton Street Fayre
- Polish Association Aberdeen - Visual expressions inspired by Grampian storytelling & arts
- Community Link Childcare - Community Activity Garden

Aberdeen City Council Co Leader, Councillor Jenny Laing, said: “We had a fantastic public response with 4880 votes being cast and resulting in eight wonderful local projects receiving participation funding.

“Our ambition for Aberdeen is for the city to be a place where everyone can prosper regardless of their circumstances and where perceived obstacles are removed. Public participation, particularly involving our children and young people, are also high priorities and so this year’s voting process and the eventual funding awards in Tillydrone, Woodside and Seaton have really reflected our ambitions”.

Family Learning

Family Learning helped parents with children’s home learning during the summer months by providing Family Learning packs with a focus on outdoor activities and arts and crafts. We created and delivered learning packs in April & August to help parents who would otherwise have no access to learning resources or activities during the current Covid-19 lockdown.

Approximately 368 children from 147 families have received bags containing the activity and educational resources including fun tools such as art supplies, yoyos toy windmills and even

magnifying glasses and descriptive drawings to help children find and identify the insects in their gardens

The team have taken part in almost 5000 calls, video calls and WhatsApp conversations to help the families through the height of the lockdown. Through advice and support provided by the team members on issue such as on food, parenting, sleep, mental health, activities and accessing free school meals. The detail of one of the projects is below.

GERONIMO AT THE GROVE

This was a joint piece of work between Creative Learning, who had accessed funding from the Fairer Scotland Fund, and Family Learning.

The project provided Creative Outdoor Learning sessions for families at a forest location within the Grove Nursery site at Hazlehead. Creative learning employed an artist, Jessica Fernandez and together with Caroline Hay- Crawford, a Forest School qualified Leader who is part of the Family Learning team planned and delivered 30 2-hours sessions over a five-week period.

The families who took part were identified by family learning and were families who they were actively working with. The families came from across the city and if they did not have access to transport we organised and provided taxis to take them to and from the forest site. Family Learning also provided waterproofs and wellingtons for families to remove any barriers to taking part.

We had over 20 families taking part and most participated in 3 consecutive sessions and some only managed 1 or 2, but everyone who took part enjoyed the activities.

The kind of things we provided included, outdoor nature related games, family flag making using natural materials scavenger hunts and transient art, Den building, which became quite competitive among some families, bug hunts, creating obstacle courses ,campfire cooking and using clay to create new members of their family. We also spent time playing games such as hide and seek, creating and telling stories and exploring the forest site. The families encountered a range of wildlife and saw red squirrels, dear and a range of birds, insects and toads. We encouraged children to use their imaginations and be creative when in the forest.



The project has been a great success and the feedback we received was very positive and included from all: "Great could not wait to come back" All the activities we offered were given 5 stars by families in the feedback sheets, most enjoyed spending time playing together with their children, and having fun with Jessica and Caroline and being outdoors.

Many of the families learnt new things such as "how to make a fire," making a flag" learning about secret hideout places," "how to make marshmallow smores and bananas with chocolate in them" "I had never been in the forest before but will go more now", "All the children working together" " more ideas of things to do outdoors". The project had been a great success and helped families spend time together and enjoy being in nature.

The Breastfeeding Improvement charter group has now resumed and we are in the process of having peer support mentors trained by the NHS which will be complete by December to complete. (Three local peer support mentors have been recruited for this role). We have also been in communication with local businesses in Tillydrone, to encourage them to sign up to the Breastfeeding Friendly Membership Scheme to ensure that the community as a whole will be recognised as breastfeeding friendly – so far, 5 local businesses have signed up.

The Young Parent Support Group has now also restarted, with a number of partners committed, including CFINE, SHMU, Home Check and St Machar Credit Union, to attending the 8 week group before lockdown. Since resuming, we have added a Family Learning staff member to the group. Family Learning will also refer the young families for the group out of their existing case load and waiting list. We are now co-producing the design of the programme with the families, so that they can identify and address any barriers that would prevent them attending i.e. technology, transport etc.

PROSPEROUS PLACE

Priority: To improve transport options

Priority Aim

To improve transport options

Primary Drivers

Roads are safer with less congestion and improved air quality

There are appropriate spaces and facilities to support play and recreational activities

The community is resilient, tidy and well-maintained

Areas where we have made changes during 2017/18

Street Design

Tillydrone Community Campus

Cruyff Court

Environmental walkabouts

Changes in Woodside, Tillydrone and Seaton

Tillydrone Community Campus – the Campus was opened on 23rd August 2019. Here are (most of) the people who were there and the centre was opened by the Lord Provost, helped by one of the volunteers Aileen Davidson.



The opening ceremony marks the start of a new era for Tillydrone and the opening of a purpose built modern, fit for purpose facility.

With over 3000 visitors in the first few weeks of opening, the challenge is to develop a programme that meets the needs of the local community while addressing the issues within the community.

Throughout the entire process, the Communities team has strived to make sure the community are at the centre of all planning. At the lessons learned session the community group overwhelmingly praised the process, with the following noted:

- The initial Kingswells event – everything that was raised then that was asked for.
- Brief has been met for the building
- Community engagement has been good
- Communication between ACC and community has been good.
- Opps group members has been good, open and honest
- Communication has been good.
- Group members feel they have been involved in the whole process from design to picking colours etc
- Support from ACC staff for moving ie with decant and moving into the Campus
- Organisations who weren't involved in the decant were involve and kept up to date.
- Being part of the ops group has allowed people to get to know each other better
- Lighthouse/ACC relationships have developed due to sharing the offices

- Partnership with ACC early years/Lads Club to provide the FT nursery provision – offering local provision and employment opportunities
- Volunteers have done a lot to help.
- Good membership of the group by local people, staff. People have been honest and open and extremely commitment.



In terms of impacts, the following early outcomes have been identified by the group:

Impact

- Has encouraged groups to work together – share facilities
- Helped groups work in alternative spaces ie woodside
- Will help local folk use facilities in their own areas
- More understanding of what other project deliver
- Will encourage centre users to access other services
- Ability to cross refer
- Café will be central for people to gather and spend time or access services
- Opportunity to work and engage with men in the café
- Sense of achievement
- Building looks amazing!
- Mosaic looks amazing

Seaton Linksfield Community Network – Walk Throughs

Seaton Linksfield Community Network (SCLN) was established in 2018 with a view to be a focus point for community support and action in the areas of Seaton and Linksfield. The Network was made up of community members with support from the Communities Team met monthly. The meetings were open and allowed for members of the community to attend and raise concerns about the area.

It became clear that there were reoccurring themes around the Roads, Environmental issues, and Housing. To offer support to the SCLN and ultimately the community it was agreed that series of Walk Throughs were organised. These Walk Throughs would be attended by SCLN committee members and ACC staff who had knowledge, understanding and could influence the identified issues and concerns.

Outcome

Reports written on each of the themes with attendees getting an understanding of how ACC officers came to decisions, relationships built between SCLN and attending ACC officers (clarifying protocols and dismissing interpretations of actions) and a report that would hold ACC staff accountable to any actions that came out of the Walk Through with the understanding of attending future SCLN meetings to update progress. The report can be viewed at Appendix 2.



Printfield Community Project

Provide a resource for community activity, support community capacity building and learning, providing a venue for a range of organisations that offer support, information and advice. The flat provides Family Support Services consisting of Crèche Provision, Youth Services, Out of School Care, Access to IT and assistance with Forms and Benefits relating to Welfare Reform.

Young people receive support to look at their choices when preparing to leave school and are guided to apply for employment, apprenticeships, or a college place. Forum members worked with ACC Waste Management team and participated in a Recycling Project in Printfield to raise awareness among residents about the importance of recycling, and to tackle an ongoing problem with fly-tipping in the community.

Over 100 young people aged 5-16 participated in activities in the project and 49 in the After-School Club, with 12 children under 3 years are registered. In addition, 60 volunteers contributed 600 volunteer hours. The project has supported 50 people with relevance to Welfare Reform, helping with benefits etc.

Street design

The Street Design Project - Sustrans and Aberdeen City Council are working in partnership to develop a concept design that aims to make Tillydrone and Woodside a more attractive place to live, work and move around in. This will be achieved by strengthening the corridor between Great Northern Road and Tillydrone Avenue.

The Project builds on the Street audit undertaken by Living Streets in 2017 with residents which identified potential solutions to address road safety concerns along Hayton Road.

In terms of community engagement, the Street design process has worked with the community through the Street design steering Group meeting regularly to jointly organise engagement activities. The Street Design Steering Group (local reps and residents) consists of representatives or members of the following organisations:

- Riverbank Primary School
- Local Councillors
- Tillydrone Community Council
- Woodside Community Council
- Tillydrone Community Flat
- Donside Village Association
- Clifton Court Sheltered Housing Complex
- Health Walks Group
- NHS Health and Support
- Printfield Project Management Committee
- Printfield Forum
- Aberdeen Lad's Club
- Fersands and Fountain Community Project
- Station House Media Unit
- Over 55's lunch club
- Tidier Tilly Group

In total there have been over 3,000 people engaged, 38 activities and events and 500 children have got involved from July 2018 to June 2019.

There have been 5 key themes identified with local people and these are;

1. Improving pavement conditions
2. Reducing and slowing down traffic
3. Providing safer crossings
4. Enhancing public spaces
5. Adding more greenery and informal play opportunities

Key areas for design improvements include: The Underpass, Don Street Bridge, Hayton Road, The Woodside Gateway and the Hayton Road Entrance. Included in the Street Design Project is also the Tillydrone Gateway Sculpture proposal.

Cruyff Court

The Denis Law Legacy Trust and Streetsport Aberdeen identified Tillydrone as a possible location for a 3rd Cruyff Court in Aberdeen (potentially making Aberdeen the first city in the world with 3 Courts). In partnership with ACC Officers, consultation took place local schools, and local community organisations notably Tillydrone Network and Tillydrone Community Council. Over 200 pupils were consulted, and agreement was reached to proceed with a Cruyff Court design. A location consultation was also carried out with local residents. The court will have the first hard surface running track as a result of the pupil consultations.

Despite the lockdown barriers the Cruyff Court project team has continually met to progress the business case and timelines for the Cruyff Court in Tillydrone. The final legal agreement is now being reviewed by Legal and the Communities Team to address the maintenance and sports coaching frameworks. The timeline for construction completion is now June 2021. The project has supported

- Increased involvement of children and young people in decision making in relation to design and location and type of multisport options
- Increased involvement of local organisations in decision making e.g. Tillydrone Community Flat, Tillydrone Community Council, Tillydrone Network

Station House Media Unit

SHMU provide a wide range of service supporting the locality – the community newsletters and radio station along with considerable volunteering and training opportunities. An excellent example of how these aspects can come together in support of the community is as follows:

Friends of Jacob's Ladder campaign

'A local person came into shmu one day to chat to staff about an idea she had; she regularly does litter picks throughout the Woodside and Tillydrone areas, particularly

along the River Don, and is passionate about the upkeep of the area. After speaking to staff, she wrote up a piece for the Woodside Free Press and Tilly Tattle, set up a group email address and organised a public meeting which was to be held at shmu. Unfortunately, due to the current coronavirus pandemic the meeting has been postponed, but the community member received lots of positive feedback from her article and has not been discouraged in her efforts to do something positive for her community.'

Report on Tillydrone Hub for Vulnerable Children and Young People.

Introduction and Context

Education Scotland was asked by Aberdeen City Council to undertake a brief visit to the Tillydrone Hub in Aberdeen and provide an objective view of how well staff are meeting the needs of children and young people in the context of the current Covid-19 pandemic. Two members of Education Scotland visited the hub on Friday 1st May 2020. The hub was established in response to the need to support vulnerable children and young people during a period of quarantine. It is housed in Tillydrone Community Hub. This report is structured to answer two key questions, using aspects of Quality Indicators 3.1 and 1.3 of How Good is our School? 4. At the time of the visit, 8 children were using the Hub.

How well is the Hub meeting the wellbeing needs of children and young people?

Staff know the needs of the children and young people very well. They have a clear understanding of each child's needs and are upholding well the 6 nurture principles within their practice. They respond effectively to pupils' individual needs and are very flexible in finding solutions to problems that arise. Planning to meet the needs of individuals' social, emotional and learning needs is working very well. Simple but effective processes are in place to ensure important information is shared with practitioners. Children are also able to rate their own emotional wellbeing each morning. Staff use effectively a multi-agency platform to capture information on children's health and wellbeing. This is shared appropriately with agencies supporting the child. The headteacher who oversees the hub has developed a very helpful information and planning wall which staff use to access information and add planning ideas.

Staff within the Tillydrone Hub have ensured that the SHANARRI wellbeing indicators are weaved throughout their practice and interactions with pupils. This helps to ensure that children are experiencing positive outcomes while they are in the hub and develop important life skills and knowledge. Staff have adapted parts of the building to meet the needs of specific children which helps children to feel safe and able to begin to feel calm following distressed behaviours. Staff have also used creative solutions to ensure exits from the building are safe for all pupils and staff. All staff do their best to implement guidelines on social distancing but this is not always possible when intervention with children is required.

The hub is based in a local community centre and this is proving to be a key strength in its successful operation. Staff are using on-site washing facilities to ensure children have clean clothing; they use the training kitchen to help children learn important cooking skills; and they make use of the local food bank to help children and families have enough food. This is supported by a newsletter which has easy recipes that families can cook together. The staff make very flexible use of the building which allows children to be active and make choices about their activities. This is very well monitored within the limitations of the social distancing guidelines.

Overall, children are achieving well. They develop a range of skills through experiential learning and this is supported further by teachers, who provide support for learning that is delivered through Google Classrooms. Other partners, such as Active Schools and Community Learning and Development contribute extremely effectively to the learning of children. Children are included well in the life and planning of the Hub through the use of ideas walls and planning discussions. The effective outcomes are based on very strong positive relationships between staff which are then developed between staff and children. There is very effective multi-agency working with the needs of children being the first and foremost driver for planning and discussion.

How effective is the strategic planning of hub delivery?

The headteacher overseeing the hub is a very effective and respected leader. She has, in a very short time, recruited and built a blend of volunteers with flexible 'can-do' attitudes: this is a key element to the success of the hub. She provides clear advice and simple processes which people follow. The key social worker is also an important leader and helps to ensure the wellbeing needs of children, arising from home, are quickly communicated to and addressed by the hub team. This strong partnership is supported very well by the advice and guidance of the local authority. Of particular note are the 'markers of vulnerability' which facilitate child-centred planning. Appropriate support and guidance is also given to staff to support their own health and wellbeing. Across the hub, staff take the lead to provide activities for children and young people.

The multi-agency working in the hub is highly effective. A broad range of partners works very effectively together to draw on each other's skills and experiences to deliver a child-led service. The strong collaboration means that decisions are made quickly and outcomes reviewed without adding too much to workload. For example, evaluation activities take place using a 'dart board' approach which includes staff and children.

Staff are clear about their roles and responsibilities within the hub. However, they are flexible enough to pick up a range of work if it helps to meet the needs of children. They are empowered to use their professional judgement, suggest changes and initiate new thinking. Which agency is in the lead changes in response to the needs of children and very effective communication through twice daily meetings has resulted in cross-pollination of learning for staff. Staff understand their responsibilities regarding safeguarding and know where to go for guidance if required.

Summary

Overall, the hub is a highly effective place for children to learn and thrive. This is underpinned by a number of positive factors:

- The hub is not based in a school and so children and staff have taken ownership of the environment and made it suit the needs of all. The more relaxed atmosphere helps children to remain calm and feel they can take the lead in some of their activities and learning.
- The ability to use the resources in the community centre means that the hub is supporting the parents and carers as well as the children. This helps to develop a more relaxed atmosphere at home and benefits the children. The Friday coffee, made by a local parent creates a relaxed environment where staff and children mingle within the context of social distancing. This helps to build positive relationships across the service.
- The leadership of the headteacher has led to an effective blend of people being brought together to plan and deliver outcomes for children. The unreserved commitment from all staff to collaboration and multi-agency working means that solutions to problems are found quickly and new ideas are developed at pace.

Staff in the hub may wish to consider:

- Using technology to help children record and talk about their learning. This could also be used to connect parents and carers to the activities children are experiencing.
- Staggering food parcel distribution to best meet the needs of families, taking into consideration when wages are paid or benefits received.
- How they can feedback to children on suggestions made to improve the hub.

Walk Through:

Local people taking action

Organisation Seaton Linksfield Community Network

An Audit of.....Infrastructure.....



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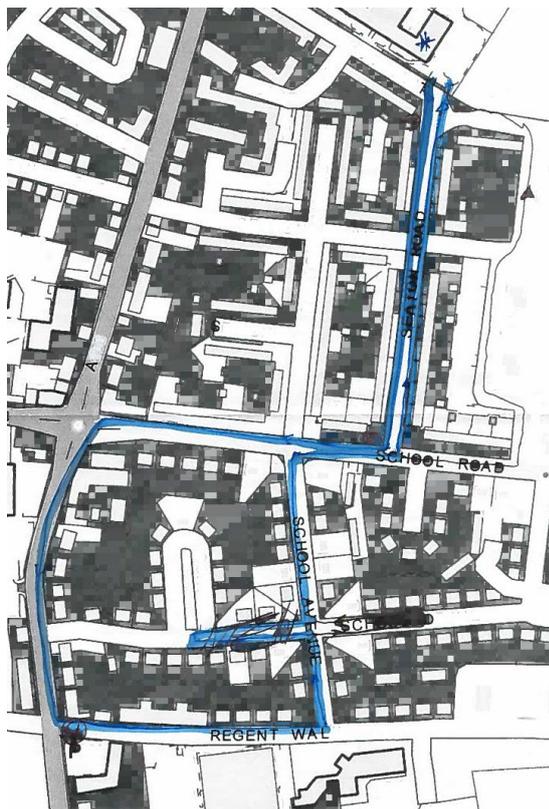
Introduction

We are Seaton Linksfield Community Network (SLCN) and plan to create a Seaton that is a safe, attractive and enjoyable place for residents and visitors to enjoy. We hope to work with professionals and politicians to make sure the vision we have for Seaton can be fulfilled.

Part of this process was to carry out a series of Walk Throughs looking at Environment, Infrastructure and Housing conditions.

Audit route and process

Due to the nature of a Walk Through it would have been impractical to cover every street, lane, path or park in Seaton. As such a route was selected that would highlight a range of environmental issues that would reflect issues across the community.



Summary

On 16th September, 13:00, 2019 an audit of Infrastructure issues in Seaton was undertaken by members of the (SLCN) with support from Traffic Management and Road Safety Team.

The Walk Through was a structured and systematic method of evaluating Infrastructure issues within Seaton from the point of view of those who reside there. Due to several factors it was agreed previously with SLCN to have a designated route that would pick up on potential areas of discussion.

From the Walk Through the group agreed the following priority short and longer-term actions that would improve conditions for walking.

Priority recommendations for action

Short term:

Potholes;

Throughout the walk there were several potholes identified with further information being shared of this being across Seaton.

Action;

Vycki informed the Walk Through of the process in repairing reported potholes; once reported and inspection team will inspect and if it meets the criteria will then be repaired. Routes, such as Bus routes will get priority.

It is everyone's responsibility to report potholes or indeed other issues with roads and pavements, more information can be found on Council website - <https://www.aberdeencity.gov.uk/services/roads-transport-and-parking/report-problem-road-pavement-or-road-sign>

Longer term:

Gullies;

It was noted that several Gullies were not draining properly and resulting in localised flooding when it rained. Some of the Gullies that were not draining properly impacted on areas further down the road not draining and created large puddles and preventing pedestrians from using crossings.

Action;

Vycki stated that Gullies were not directly the responsibility of her team but would pass on the concerns to the officers responsible. It was also noted that due to cutbacks there were fewer gully clearing resources; this has had an impact on the frequency of Gully clearing.

It is everyone's responsibility to report blocked gullies or indeed other issues with roads and pavements, more information can be found on Council website - <https://www.aberdeencity.gov.uk/services/roads-transport-and-parking/report-problem-road-pavement-or-road-sign>

Road Markings

Throughout the walk the road markings highlighting speed limits were worn and not particularly clear.

Action;

The group was informed that road markings were refreshed as reported and budget allows with priority given to those at junctions. This work is only carried out during the summer months.

Encouragement to report issues would be through the following link;

<https://www.aberdeency.gov.uk/services/roads-transport-and-parking/report-problem-road-pavement-or-road-sign>

Additional Information

Throughout the walk and in the discussions afterwards Vycki was able to give an insight to other questions / issues raised

School Road

Additional crossing

There is not enough pedestrian traffic to justify another crossing however there are currently plans looking at a number of factors on School Road that might impact on this assessment.

Reduce Traffic

Currently looking to reduce traffic, particularly HGV's coming through Seaton by several potential approaches, such as; limit weight on School Road and additional through routes (Golf Road etc). This is also about looking at making King Street more appealing for HGV's to use. Currently work being done to move this on.

Plans are in motion to look at getting the safety van to come to school road (currently not a priority road for them) and monitor for accidents and speeding. The location of this sites now with Vycki's team who will try to make the case for sighting of the van on School Road.

Dropped Kerbs

Recognition that some kerbs at crossing points are high. These are not routinely dropped with priority given to those with mobility issues; require anything from a walker to a mobility scooter to move around. Requests should relate to specific individuals and routes.

For further information; <https://www.aberdeency.gov.uk/services/roads-transport-and-parking>

Link in with local priorities

Local Outcome Improvement Plan (LOIP)

Stretch Outcome

15.38% of people walking and 5% of people cycling as main mode of travel by 2026

Key Driver

15.1 Supporting different ways for active travel in everyday journeys, using partners and volunteers to address safety, infrastructure, fitness, well-being and confidence.

Contact details

Whilst the Walk Through was designed to pick up a range of points regarding infrastructure issues, findings were limited by the coverage of the Walk Through. As a result, the Operational Team recognised that the issues identified in this report is potentially replicated in other areas of Seaton. However, they can only act on what was observed in this Walk Through and what can be reported through online processes.

Infrastructure issues can report directly on the Council website;
<https://www.aberdeencity.gov.uk/services/roads-transport-and-parking>

This report is submitted by Seaton Linksfield Community Network please direct your response to the group's named representative:

Alan Parker – SLCN Chairperson

E-mail: chair@seatonlinksfield.co.uk

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Community Planning Aberdeen

Progress Report	CPA Annual Outcome Improvement Report 2019/20 Public Performance Summary
Lead Officer	Angela Scott, Chair of CPA Management Group and Chief Executive of Aberdeen City Council
Report Author	Allison Swanson, Improvement Programme Manager
Date of Report	26 October 2020
Governance Group	CPA Board – 3 December 2020

Purpose of the Report
This report presents the first public facing summary of 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.

Summary of Key Information
<p>1 BACKGROUND</p> <p>1.1 The refreshed Aberdeen City Local Outcome Improvement Plan (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 CPA Improvement Programme 2019-21 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 Outcome Management and Improvement Framework 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 improvement projects, 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>

PUBLIC FACING ANNUAL OUTCOME IMPROVEMENT REPORT 2019/20

- 2.1 This Annual Outcome Improvement Report 2019/20 public performance summary provides an update on key changes across the LOIP and an overview of activity that has taken place across the LOIP strategic themes of people, place and economy in a concise easy to understand format. Relevant improvement data is also included. The report also highlights the different ways people can get involved and contribute to the Community Planning Partnership as well as providing key contacts.
- 2.2 The Annual Outcome Improvement Report 2019/20 public performance summary was approved by the Management Group on 29 October 2020 and has been published on the Community Planning Aberdeen Website and shared with the CPA Board today for information.

Recommendations for Action

It is recommended that members of the CPA Board:

- i) Note the Annual Outcome Improvement Report 2019/20 public performance summary.

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.

This public facing Annual Outcome Improvement Report provides assurance to the public that Community Planning Aberdeen are taking steps to deliver the improvement aims included within the LOIP and is contributing towards better outcomes with and for local communities.

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 \(Refreshed 26 February 2019\)](#)

[Revised CPA Improvement Programme 2019-21](#)

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

Contact details:

Allison Swanson

Improvement Programme Manager

Aberdeen City Council

ASwanson@aberdeencity.gov.uk

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Annual Outcome Improvement Report 2019/20



Public Performance Summary



Community Planning Aberdeen Foreword



By Councillor **Jenny Laing** and
Chief Superintendent **Campbell Thomson**

Community Planning Aberdeen is the name of the community planning partnership at the heart of the city. The partnership consists of senior representatives from all partner agencies working together to deliver improved outcomes for those who live, work, visit and do business in Aberdeen.

The introduction of the Community Empowerment Act (Scotland) 2015 places a legal duty on community planning partners to set out and achieve outcomes. To help do this Community Planning Aberdeen produced a Local Outcome Improvement Plan (LOIP). Our LOIP sets out a clear vision and a ten year plan for how Community Planning Aberdeen will help improve outcomes by working together with communities.

Key changes to achieve improved outcomes are highlighted as well as areas for improvement which in our Annual Report. This year's Annual Report is brought to you in exceptional circumstances. Although the consequences of the Covid-19 pandemic 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.

A fundamental aspect of Community Planning is working with our partners and communities to develop the services that they need. Each of the community planning partners plan the delivery of their services in a range of ways, and as partners our commitment is to work together to improve outcomes for our communities.

- NHS Grampian
- Police Scotland
- Scottish Fire and Rescue
- Aberdeen City Health and Social Care Partnership
- Integrated Childrens Services
- ACVO
- NESTRANS
- North East Scotland College
- University of Aberdeen
- Aberdeen City Council
- Scottish Enterprise
- Alcohol and Drugs Partnership
- Aberdeen and Grampian Chamber of Commerce
- Robert Gordon University
- Sport Aberdeen
- Scottish Environmental Protection Agency
- Civic Forum

This report is a celebration of what has been achieved so far, but there is still so much to be done. Our thanks go to all staff across the partner organisations and to communities for their hard work. We are excited to see what more can be achieved in the year ahead.

If you would like to receive a full copy of the Annual Performance Report or to find out more about the LOIP please visit:



www.communityplanningaberdeen.org.uk

or email the Community Planning team

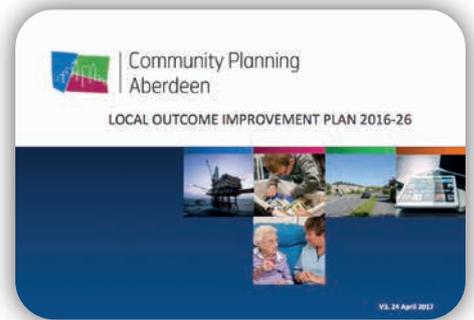


CommunityPlanning@aberdeencity.gov.uk

Changes we have made:

It has now been almost 14 months since the LOIP was refreshed and during this time there has been a power of work to progress many of the change activities we detailed within the LOIP. 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.

This section of the report is structured around the themes and priorities within the LOIP and provides information about the areas where we have made key changes over the last year to help us achieve our improvement aims. Importantly, it includes the data which tells us whether our changes are resulting in improvement of outcomes.



Prosperous Economy:

We are focused on helping to diversify Aberdeen's economy, and developing our workforce through skills support and employment opportunities. We are also working to improve investment in the city and encourage economic growth in areas that will create even more opportunities for all. 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. 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.

Our headline achievements during 2019/20 are:



Looking ahead

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

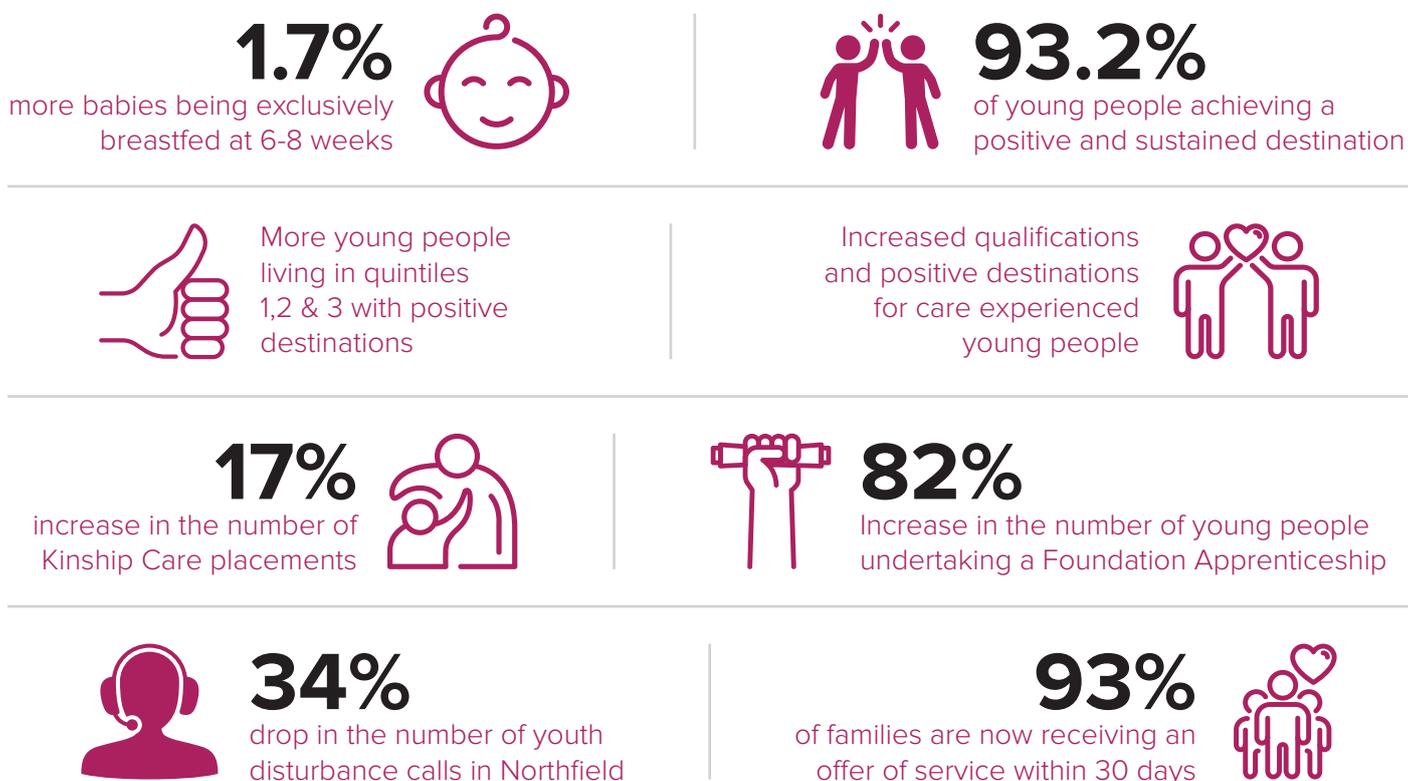
Prosperous people: Children

Supporting families to give children the very best start in life and to support children and young people on their journey's to meet their milestones are key priorities. 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. 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.

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.

Our headline achievements during 2019/20 are:



Looking ahead

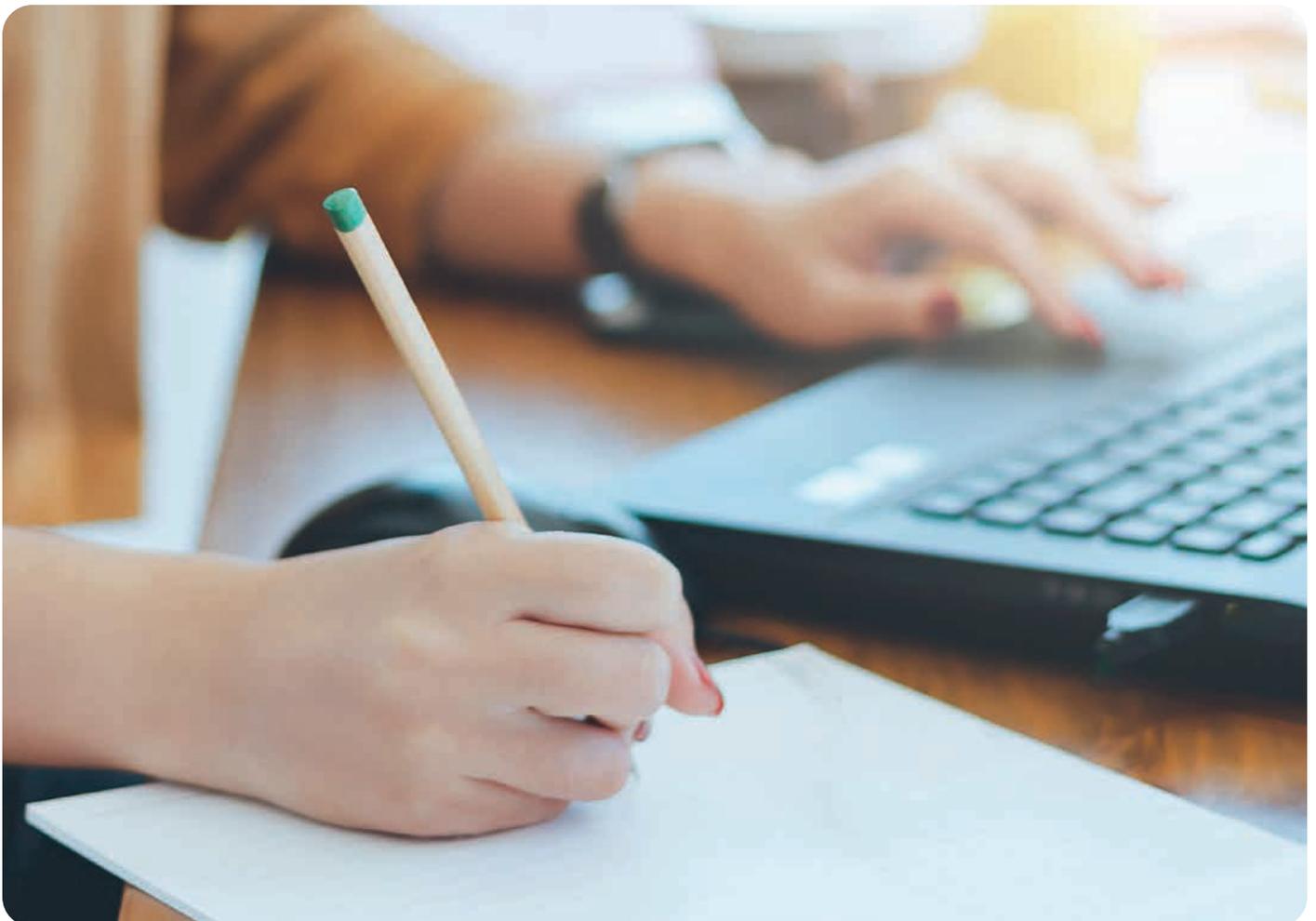
Next year our planned improvement programme will be more relevant than ever as we support children and young people in the aftermath of Covid-19. To secure improved outcomes during this time we will want to prioritise improvement activity in the following areas:

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

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.



 **ECONOMY**

 **PEOPLE**

 **PLACE**

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

Prosperous people: Vulnerable Adults

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.

Our headline achievements during 2019/20 are:



Looking ahead

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:



Connecting Outcomes: Changing Lives - Breaking the Cycle

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



 **ECONOMY**

 **PEOPLE**

 **PLACE**

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

Building strong and resilient communities is vital to achieve our aims. We are committed to reducing the number of households affected by food insecurity. Through our projects on community food growing and community pantries work is taking place with regards to advancing food growing in schools and communities and providing access to fresh and healthy food affordable and available. We are also working

Our headline achievements during 2019/20 are:

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

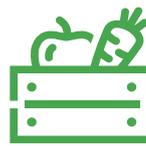
36

volunteers support our 3 community pantries



453

members of our 3 community pantries



Increase in the number of workplaces committed to growing food

Looking ahead

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:

Locality Partnerships

Our three Locality Planning Partnerships have reported progress made in pursuing their local priorities in their most recent Annual Reports for 2019/20. 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



Torry



Middlefield,
Mastrick,
Cummings Park,
Northfield &
Heathryfold



Seaton,
Woodside &
Tillydrone

The vision and strategic priorities set out within the three Locality Plans provides a clear focus for the future to deliver improvements on those areas where further work is required to ensure people in these communities and young people in particular, have equal opportunities to develop their full potential.

To get involved in any of the Locality Partnerships please contact the Locality Managers who would love to hear from you.

TORRY

Jo Mackie, Locality Manager



JoMackie@aberdeencity.gov.uk

CUMMINGS PARK, HEATHRYFOLD, NORTHFIELD, MASTRICK AND MIDDLEFIELD

Martin Smith, Locality Manager



MartinSmith@aberdeencity.gov.uk

WOODSIDE, TILLYDRONE AND SEATON

Paul Tytler, Locality Manager



PTytler@aberdeencity.gov.uk



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.



Fairer Aberdeen

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.

Participatory Budgeting

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.

Community, Learning and Development

The first review of the Community Learning Development (CLD) Plan was presented. The Plan aims to improve the life chances for people of all ages, through learning, personal development and active citizenship.

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:

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



12

learners have achieved the John Muir Award through the Branching Out course run in partnership with the Countryside Ranger Service

16

families achieved the John Muir Family Award



Ways to get involved:

Your City Your Say. Join City Voice today

What is Aberdeen City Voice?

Aberdeen City Voice is a panel of Aberdeen City residents who have agreed to give their views on a range of issues. We contact our panellists and ask them to complete up to three questionnaire surveys a year. The questionnaires cover a wide range of topics and issues that affect our communities.



Who runs the panel?

The City Voice is run by Community Planning Aberdeen. Aberdeen City Council is responsible for managing the day-to-day running of the City Voice. This involves collating questions from partners, preparing and issuing the questionnaire, conducting the analysis, and preparing and distributing the results. The completed questionnaires give us vital information and tell us what you think about Aberdeen's public services and how we can make them better.

What do City Voice panel members do?

You will be asked to complete up to three questionnaires per year. This can be done by postal questionnaire (we will send you a reply paid envelope) or by completing an online version (we will send you an email with a link to the questionnaire). A full report is produced for each questionnaire. Additionally a newsletter which highlights key issues from the report is produced. This newsletter is posted to our paper panellists and a link is emailed to our online panellists.

Join the panel and make your voice heard!

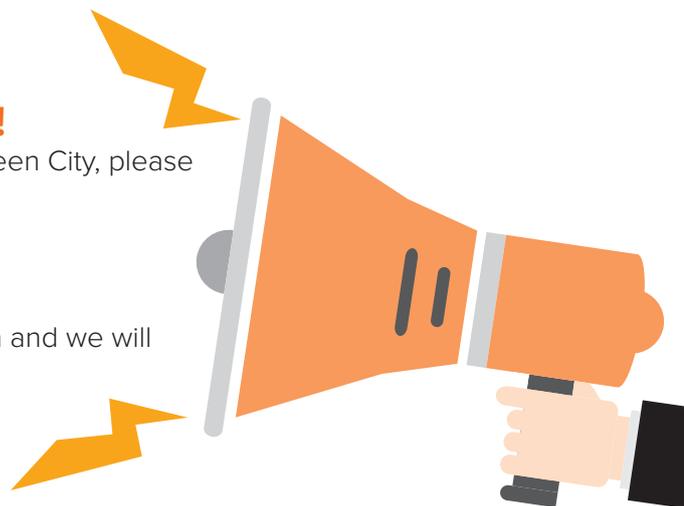
If you would like to join the panel and give your views on Aberdeen City, please visit the City Voice website

 www.communityplanningaberdeen.org.uk/cityvoice

If you would prefer a paper recruitment form, please get in touch and we will send one out to you.

If you have any queries, please contact us

 cityvoice@aberdeencity.gov.uk



Civic Forum

The Civic Forum is one of a variety of methods through which communities and individuals can have their say, share their views and promote their priorities to Community Planning in Aberdeen.



The membership of the Civic Forum includes Community Councils and Community Groups in the city and welcomes everyone to take part in its discussions and projects. The Civic Forum also encourages further engagement and more direct communication between public services, partners and local communities. The forum provides accessible information, consultations, co-production, empowerment, representation and participation in decision making.

To learn more about what civic forum does or to get involved please visit:



www.civicforumaberdeen.com

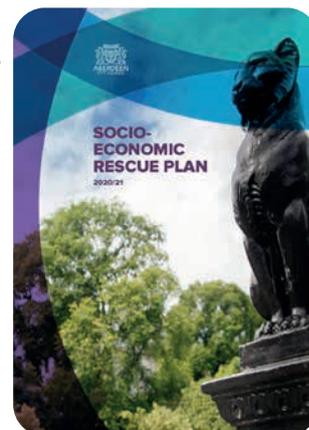


Our Response to Covid-19:

The **Socio-Economic Rescue Plan** was published in June 2020 and is a short-term, immediate response to the impact of Covid-19 and aligns to the LOIP strategic themes of Economy, People and Place.

The business theme has 20 actions across three sections: General Response; Tourism, Leisure and Hospitality; and Job Retention and Creation and is about supporting our local businesses respond to the impact of the pandemic.

The people theme is the largest theme in the plan and its focus is to support our local people respond to COVID-19 and help them to navigate through these uncertain times. There are a total of 36 actions in this theme, split into 5 sections: Supporting young people into positive destinations; Community Spaces; Job retention / creation; Workforce development; and Wellbeing support.



The place theme of the Rescue Plan is split into 4 sections: Safe zones – social distancing; Transport; Shop, Visit, Eat Local; and Economic Strategy, Net Zero Vision, City Centre Masterplan – Leading to Recovery phases. This theme has a total of 19 actions and is about maximising our indoor and outdoor spaces in the city.

It is intended that this plan has a lifespan of around 12 months, after which there is an opportunity for it to be incorporated into the scheduled refresh of the LOIP in 2021. Scrutiny and oversight of the implementation of the plan is done through the Community Planning Aberdeen (CPA) Board.

Locality Partnership Response

In addition to the city wide Recovery Plan, Locality Recovery Plans for each of our priority localities have been developed by our Locality Partnerships.

- Torry
- Seaton, Woodside and Tillydrone
- Middlefield, Cummings Park, Heathryfold, Northfield and Mastrick

The Recovery Plans show what is happening, or planned to happen, in each of the specific priority localities to support recovery from the ongoing impact of Covid-19. To their success they show that community groups and organisations have responded extremely well in adapting local support and service delivery to meet the needs of all communities and our most vulnerable citizens and this has been complimented by responses from Community Planning Partners.

In developing the plans, the Locality Partnerships have used the data on the impact on their localities to refresh their priorities. The emerging priorities for both the Torry and Seaton, Woodside and Tillydrone Plans are:

- A safe community is important to me
- An inclusive community where people have the same opportunities regardless of age, ability, gender, race and wealth is important to me
- Improving physical health in the area is important to me
- Improving mental health in the area is important to me
- Improving well-being (health, happiness and comfort) is important to me

In the Northfield Plan, key priorities are addressing food poverty, creating employment and education opportunities and supporting positive mental health.

Volunteering:



There has never been a better time to volunteer in Aberdeen. If your organisation involves volunteers, or you are thinking of doing so, then ACVO have lots of resources which can help you.



Register your organisation and volunteering opportunities for free to reach thousands of potential volunteers in Aberdeen City.

You can keep up to date on the latest in volunteering news by signing up to ACVO's weekly E-Bulletin and by following ACVO on:

 **@Aberdeen_ACVO**

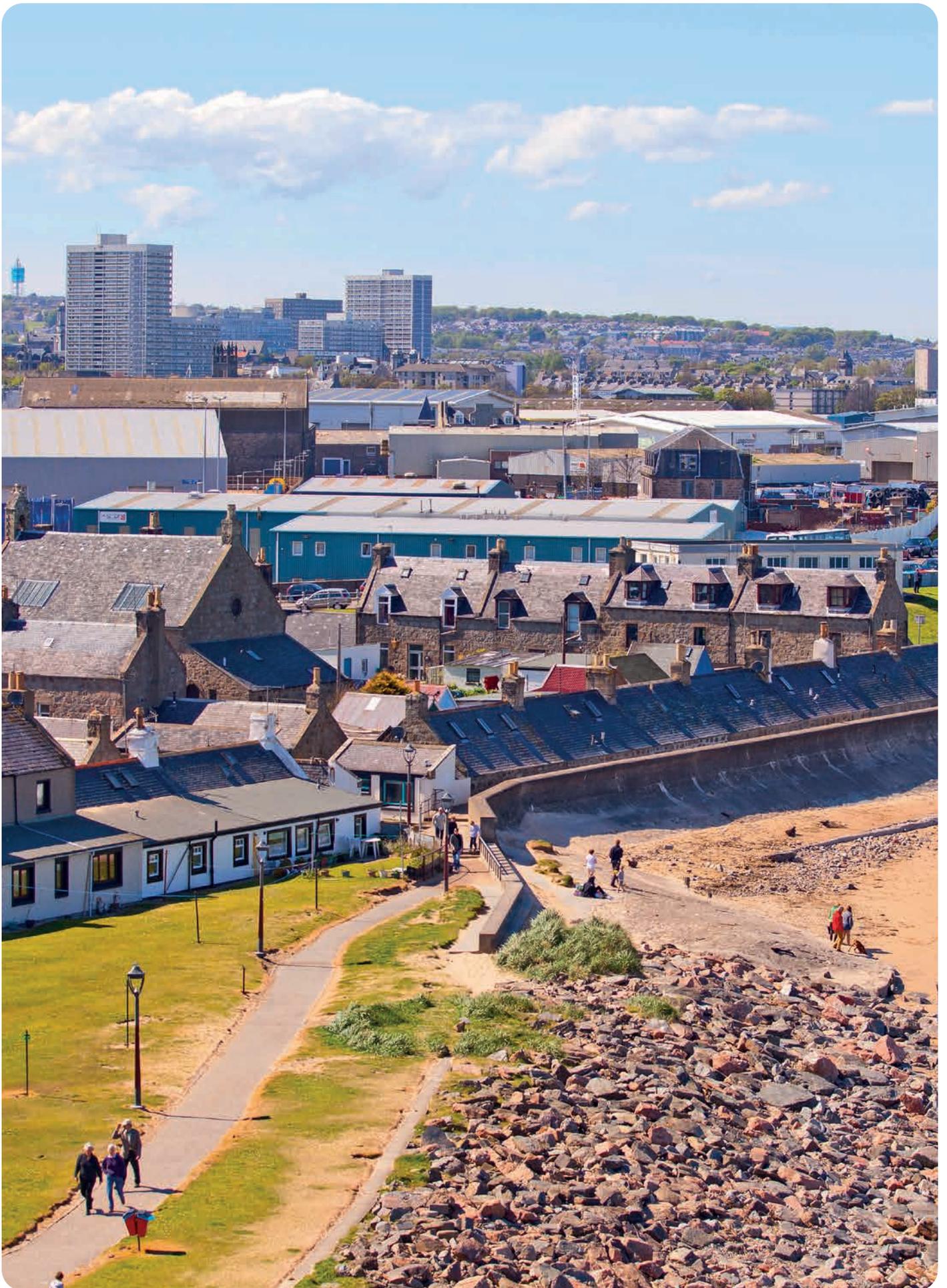
or

 **@ACVOTSI**

To find out more about becoming a volunteer or registering volunteer opportunities with ACVO please visit www.volunteeraberdeen.org.uk or contact ACVO on:

 **01224 686076**

 **volunteer@acvo.org.uk**



Further Information:

If you have any questions about this report or Community Planning Aberdeen please contact:

 CommunityPlanning@aberdeencity.gov.uk

To find out more about community planning please visit:

 www.communityplanningaberdeen.org.uk



Community Planning
Aberdeen

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