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Local Outcome Improvement Plan

Community Planning
Aberdeen

2016-26

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FOREWORD

Chair of Community Planning Aberdeen Board
Co-Leader of Aberdeen City Council

Vice Chair of Community Planning Aberdeen Board
Divisional Commander, Police Scotland

A place where all people can prosper – that remains our collective vision for Aberdeen. Regardless of their background or circumstance, everyone in our great city should enjoy the same opportunities to flourish as an individual. The Local Outcome Improvement Plan (LOIP) sets out the means for achieving this. Launched in 2016, the 10-year plan is led by Community Planning Aberdeen in partnership with local people, communities and other organisations.

The arrival of the Covid-19 pandemic just over a year ago impacted the wellbeing of our people and place as never before, amplifying the link between poverty and ill health. At a local level, our response brought into sharp focus the value of partnership working and reaffirmed the essential rightness of the LOIP and its tenets. We are enormously proud to report that 80,000 people volunteered to assist in Aberdeen when communities needed our help most. A huge amount of work had already been done across the partnership to take forward LOIP projects, and this positioned us well for the pandemic. Ensuring Aberdeen's continued economic, health and social recovery is the focus of this refreshed LOIP for 2021.
Let us consider some of the challenges and our response.

The pandemic is expected to push more people into immediate poverty. A new stretch outcome -- 'No one will suffer due to poverty by 2026' -- has been introduced to signal our determination to tackle this by giving people across the city access to food, fuel, shelter, employment, and finance.

Between March and November 2020, the number of unemployment claimants more than doubled in Aberdeen, hitting those with no qualifications or workplace experience the hardest. There was a similar increase in the number of people on Universal Credit. That's why we are working with employers to teach skills and map out career paths, so those most vulnerable to redundancy and unemployment, both young and old, can find meaningful work with a good living wage.

There has been evidence of a significant rise in the number of people experiencing mental health problems during Covid, with some of the most affected being children and young people as well as older people and others with protected characteristics. In addition, lockdown restrictions have impacted developmental milestones for very young children. We have nine stretch outcomes within the LOIP which will see us take forward projects in direct support of children, young people, families, and vulnerable people facing such difficulties. Covid-19 is not the only global threat. The risk from climate change has not gone away during the pandemic.

In the last year, cities and regions across the UK have undergone radical changes to our way of living and working, helping with a temporary reduction in carbon emissions. We recognise the need to continue to be progressive in our approach to delivering services and to accelerate ongoing efforts to reduce emissions. How we travel, shop, heat our buildings, and our relationship with our place of work all provide us with opportunities to promote healthy lifestyles and make communities more self-sustaining. Giving citizens ready access to schools, amenities and employment could liberate them in new ways.

Economic and environmental success must be translated into social success – lifting people out of poverty, offering equal opportunities for everyone to prosper, giving them reason to believe in the future.

The LOIP refresh, along with our new Locality Plans, marks a maturing of how we are all working together to make life better for everyone, so that no one is left behind in this city we call home. Through the LOIP, we are reaching out to our people, communities and businesses to harness their talent and resourcefulness. The world has changed but our core purpose has not: putting people and place first by considering welfare in the widest possible sense. The LOIP is the very embodiment of that approach.

Community Planning Aberdeen Board Members

Angela Scott	Caroline Hiscox	Susan Webb	Bruce Farquharson	Ken Milroy	Gordon MacDougall	Luan Grugeon
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Aberdeen City Council	Aberdeen City Council	Aberdeen City Council	Active Aberdeen Partnership	Chair Civic Forum	Chair ACVO	Vice Principal University of Aberdeen

THE ABERDEEN CONTEXT

Like all areas of Scotland, public services in Aberdeen are facing increasing demand with reducing resources. In order to understand how best to prioritise our shared resources, we need clarity on the current and future needs of local people in Aberdeen. Our approach to Population Needs Assessment ensures we systematically analyse data across a broad range of indicators to identify the major issues facing the City. The following paragraphs provide a summary of findings from the most recent data available as of January 2021.

Our Economy

Pre-Covid-19 data suggests that Aberdeen remains a competitive and productive city with GVA (Gross Value Added) per head in Aberdeen City and Aberdeenshire being among the highest in Scotland. Following a drop between 2015 and 2018, the number of growth sector enterprises in Aberdeen City increased between 2018 and 2019 to 4,860 and the number of people employed in these enterprises increased from 60,980 to 62,890. The proportion of our working-age population who are economically active is higher than the Scottish average (79% compared to 77.5%), as is the proportion of our workforce who are qualified to NVQ4 and above (52% compared to 44%). In 2019 there were 1,150 new businesses in Aberdeen. However, the total number of enterprises in the City decreased slightly from 8,800 in 2019 to 8,690 in 2020 and the average weekly wage (median gross) for people living in Aberdeen City decreased from £599.50 in 2019 to £592.50 in 2020 and is now lower than the average for Scotland.

Data from SIMD 2020 suggests that overall, Aberdeen remains a relatively affluent city with 36.7% of Aberdeen's data zones being in the 20% least deprived areas of Scotland. However, there remain areas of deprivation with 10.2% of Aberdeen's data zones being in the 20% most deprived areas of Scotland – an increase from 8% in SIMD 2016. And it is estimated that 21.5% of children in Aberdeen City are living in poverty (below 60% of median income after housing costs).

While the full impact of Covid-19 on our economy is not yet clear, it is likely that many aspects of our local economy will be affected, with some sectors more likely to be impacted than others e.g. accommodation and food, arts, retail, entertainment and recreation. Many of the lowest paid employees, particularly young people, work in these sectors and are therefore most likely to feel the effects. While the furlough scheme is likely to have helped reduce unemployment in the short term, there was still a significant increase in the number of people claiming unemployment benefits (Claimant Count) which increased by 128% between March and November. The Covid-19 pandemic is also likely to have pushed more people into poverty and financial insecurity, with those who were already disadvantaged being most likely to experience the negative effects. In Aberdeen, the number of people claiming Universal Credit increased by 124% between March and November 2020. The rise in food insecurity seen prior to the pandemic is also likely to have worsened with 91% of food assistance calls to the COVID-19 crisis line resulting from unavailable funds.

Our People (Children and Young People)

In 2019 there were 35,423 children (0-15 years) in Aberdeen City – this equates to 15.5% of the City's total population which is slightly lower than the Scottish figure of 17.1%. In 2019 there were 13,915 primary school pupils and 9,106 secondary school pupils in Aberdeen City. There were also 135 pupils enrolled in Special Schools.

In July 2019 there were 542 Care experienced children and young people (CECYP) in Aberdeen City – equivalent to 1.4% of the 0-17 years population which is the same rate as Scotland. Foster care is the most common setting for looked after children in Aberdeen City. At 36%, the proportion of looked after children in kinship care (at home with parents or with friends/relatives) is lower in Aberdeen City than in Scotland (54.2%). While improved, as in Scotland the attainment outcomes for CECYP are still lower than those for all pupils. In 2018/19 82.4% of looked after children in Aberdeen City left school with 1 or more qualification at SCQF level 4 compared to 94.5% for all pupils. Similarly, 76% were in a positive destination (follow-up) compared to 93.2% for all pupils. The percentage of school leavers (all pupils) in a positive follow-up destination varied by deprivation (based on SIMD) with 88.1% of school leavers in the most deprived quintile having a positive destination compared to 97.5% of those in the least deprived quintile. The number of children on the Child Protection Register increased from 68 in 2018 to 119 in 2019.

Data from the Scottish Schools Adolescent Lifestyle and Substance Use Survey (SALSUS) 2018 suggests that the number of pupils who smoke, drink alcohol or have used drugs has increased since the previous survey in 2013. The survey also suggests an increase in emotional and behavioural problems and a decrease in mental wellbeing. There is concern that the COVID-19 pandemic will have a negative impact on the mental health of children and young people. In Grampian there was a 280% increase in the number of children and young people referred to the NHS Grampian CAMHS Eating Disorder specialist team between 2019 and 2020.

COVID-19 is also likely to negatively impact on our children and young people in other ways. One concern is that those who leave education over the next few years will be disadvantaged compared to those who left pre-COVID-19, with particular groups likely to be more impacted than others. These include those who are disabled, girls, those living in poverty, those who are BAME and Care Experienced Children and Young People. Concerns have also been raised about the detrimental impact that restrictions imposed as a result of COVID-19 will have on the development of very young children.

Our People (Adults)

Following 3 years of decreases, the population of Aberdeen increased from 227,560 in 2018 to 228,670 in 2019. Between 2018 and 2028 the population of Aberdeen is projected to increase by 1.1% to 230,170. Most of this increase in Aberdeen City is projected to come from migration (1%). However, the projected increase is not consistent across all age groups with decreases projected in those aged 0-15 years (-3.2%), 25-44 years (-2.1%) and 45-64 years (-2.6%). The number of people aged 75 years and over is projected to increase by 16.1%.

Aberdeen has a relatively young population. Compared to Scotland the proportion of working-age people is higher (69.1% compared to 64.5%) and the median age is lower (38 years compared to 43.4 years). We have a diverse city with an estimated 24.7% of the City's population having been born outside of the UK compared to 9.8% for Scotland. Of those, it is estimated that 41.1% are from EU countries and 58.9% from non-EU countries (compared to 50% for both groups in the year to end December 2019).

Estimated life expectancy at birth in Aberdeen is broadly in line with Scottish averages at 81.4 years for females and 77.1 years for males (81.1 years 77.2 years respectively for Scotland). However, as in Scotland, life expectancy is strongly associated with deprivation, with those in the most deprived areas having a lower life expectancy than those in the least deprived areas. The difference in estimated life expectancy between most and least deprived SIMD quintiles is 10.3 years for males and 7.3 years for females. Healthy life expectancy (HLE) measures years lived in good health. While life expectancy has remained broadly stable, HLE has decreased for both males and females, from 68.2 years in 2013-15 to 62.5 years in 2017-19 for females and from 64 years to 60.6 years for males.

Pre-COVID-19 data shows a mixed picture in relation to health behaviours. Positive signs are lower than average rates of smoking during pregnancy and higher than average rates of active travel and physical activity. Rates of obesity (BMI of 30+) and smoking have also decreased. At 25%, the rate of adults drinking above the guideline recommendations of 14 units per week has also decreased but is still slightly higher than the rate for Scotland of 24%. There were 44 drug-related deaths in 2019 and at 0.21 per 1,000 population, Aberdeen has the 7th highest average annual rate of drug deaths of all local authorities in Scotland. In 2019/20 16.6% of people in Aberdeen City were prescribed drugs for anxiety, depression or psychosis. While lower than the national rate (19.7%), consistent with trends in Scotland the proportion of people receiving prescriptions for these conditions has increased significantly in recent years (from 13% in 2010/11). In 2019 there were 25 probable suicides in Aberdeen City (20 male and 5 female).

There is concern that COVID-19 will have a detrimental impact on both health behaviours and mental health – increasing levels of drug and alcohol misuse and increasing the number of people experiencing mental health problems.

Our Place

Aberdeen has the 8th largest local authority population in Scotland. The city is made up of 37 neighbourhoods, 13 of which are recognised as deprived based on Scottish Index of Deprivation (SIMD 2020).

Aberdeen has a high number of volunteers - in response to COVID-19, over 7,000 volunteers were recruited between March and July 2020 in addition to the 80,000 people already assisting volunteering in Aberdeen. There is also a relatively high level of interest in being involved in community activities. In City Voice 44 (March 2020), 55.8% of respondents reported that they would like to be involved in decisions which affect their community however only 26% of respondents indicated that they felt they knew how to get involved.

Since 2016/17, rates for all crimes and offences have decreased with the exception of non-sexual crimes of violence which increased from 17.4 per 10,000 population to 22.4 in 2019/20.

Recorded incidents of domestic abuse increased from 2,486 in 2018/19 to 2,528 in 2019/20. The rate of accidental dwelling fires is higher in Aberdeen than Scotland (214.2 per 100,000 dwellings compared to 165.6) and, while the total number of road traffic accident casualties has decreased in recent years, the number of people with serious injuries increased from 34 in 2017 to 51 in 2019.

There is a national and local commitment to meet the target of Net Zero Emissions by 2045. Since 2005, CO2 emissions in Aberdeen have fallen by 35% to 1,210 kt in 2018, and per capita emissions have fallen from 9 tonnes to 5.3 tonnes. The amount of household waste generated has decreased each year since 2016 and the amount of household waste going to landfill has fallen from 58,021 tonnes to 15,005 tonnes – a reduction of 74%. The carbon impact of household waste has fallen from 253,014 tonnes CO2e in 2016 to 180,260 tonnes CO2e in 2019. Active travel can also play a part in reducing emissions. Pre-COVID data shows that the proportion of people using active travel (walking or cycling) to get to work or education fell from 26.1% in 2016/17 to 20.6% in 2017/18. While walking and cycling for recreation increased as a result of COVID-19 restrictions, it is not known whether these habits will be retained in the longer term. However, climate change is being experienced now across Aberdeen with changes to local rainfall and weather patterns. Based on the most recent SEPA Flood Risk Management Strategy, four areas in Aberdeen have been identified as potentially vulnerable to flooding – Deeside, Peterculter, Bridge of Don and Denmore. In 2016, the total annual average damages due to flooding was estimated at £17,370,000, which is equivalent to 80% of annual average damages for the North East Local Plan area.

Greenspace is important for a range of reasons, including health and well-being, economic benefit and environmental protection. While Aberdeen has a diverse mix of greenspaces for people and wildlife, the types, quantities, quality and accessibility of these are not evenly distributed across the City. In March 2020, 65% of City Voice respondents reported that they were satisfied with their local green space. This is down from 2019 when 71% reported that they were satisfied.

The Partnership's response to these challenges is set out in this Local Outcome Improvement Plan which details the improvement activity the Partnership will prioritise and resource to effect change.

Values Simulator

In March 2021, Community Planning Aberdeen carried out an online exercise to gain an understanding of the issues which are most important to the citizens of Aberdeen. 2,642 people from across the City took part in the Simulator exercise. Participants were asked to consider 26 projects and allocate points based on their importance to the participant. They also had the opportunity to give comments and ideas.

The data gathered from the simulator has been considered alongside the Population Needs Assessment in making decisions about which improvement projects are prioritised in the new Local Outcome Improvement Plan.

The five highest ranking projects were:

1. Supporting children and young people with their mental health (31.5)
2. Making sure no-one goes without food due to poverty (31.1)
3. Creating new employment and training opportunities (30.3)
4. Encouraging employers to offer the real living wage (29.5)
5. Supporting people in distress and reducing suicide rates (26.8)

A total of 761 comments were given by participants. The main themes which emerged from the comments were:

- People
- Spaces
- Wage
- Health
- Support

See below the chart showing the mean score received for all projects:
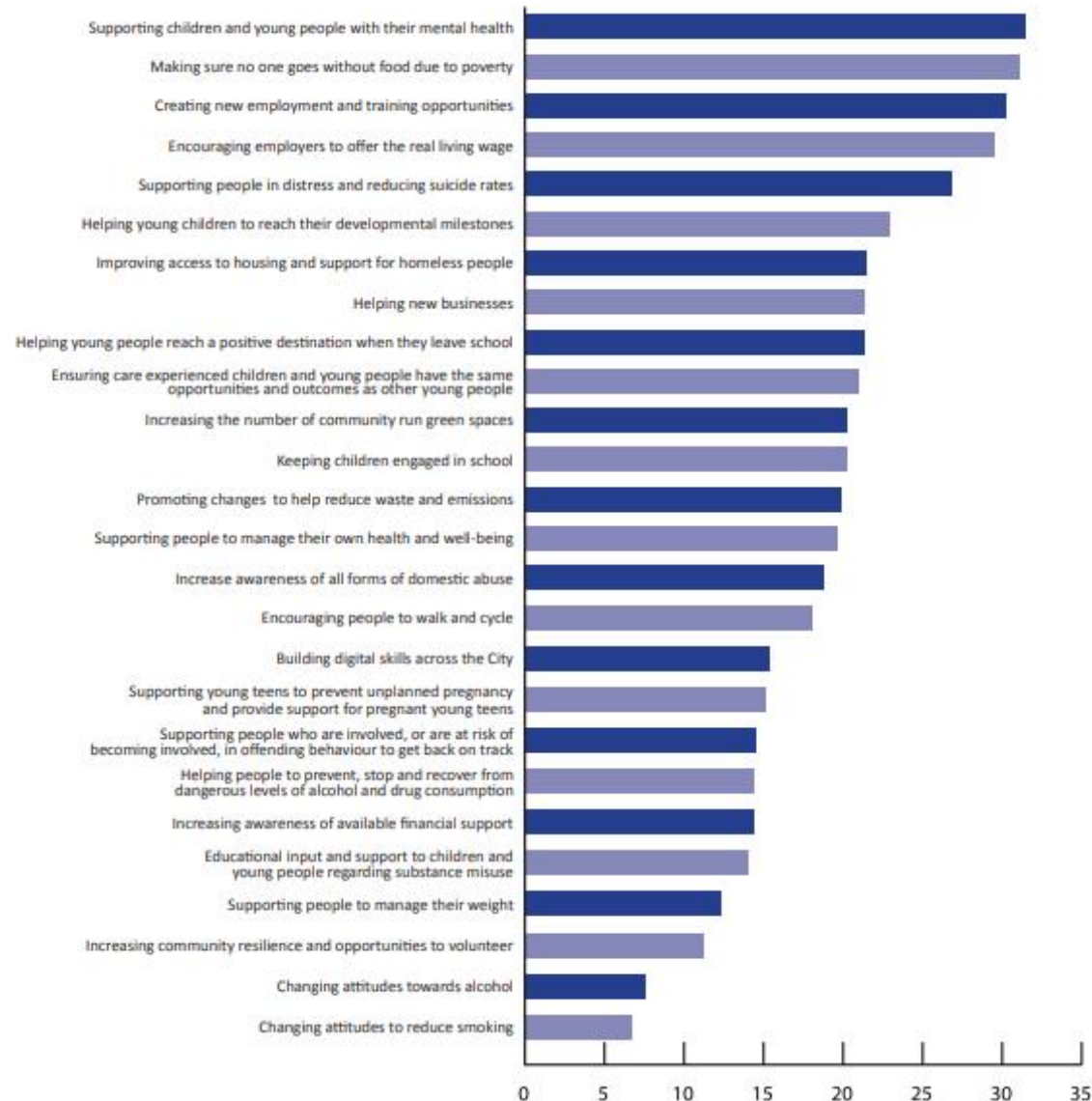
OUR VISION FOR ABERDEEN CITY

'A place where all people can prosper'

Our vision for 2026 is Aberdeen as a place where all people can prosper. This means all people being able to access the opportunities available in our great City, regardless of their background or circumstances. This reflects our desire to help all people, families, businesses and communities to do well, succeed and flourish in every aspect. To achieve this vision we are committed to tackling the issues that exist in our society which prevent equal opportunity for all to lead a happy and fullfilling life.

Despite the relative prosperity that Aberdeen has enjoyed compared to other areas of Scotland, there are problems faced by our City which have endured for decades and have been stubbornly resistant to improvement. Our evidence confirms what we already know; that inequalities in health, education and employment opportunities continue to exist in some communities and that this is most acute for those families living under the grip of poverty.

Through early intervention and prevention, we aim to create the conditions for prosperity and support future generations to be prepared and made **ready for school, for work, for adulthood** and for life itself – see diagram 1. This calls for attention to be paid to care experienced children, young offenders, children of offenders and those living in poverty - because their levels of risk are very much higher than those of other children and young people of their age.

Diagram 1 – Whole life approach
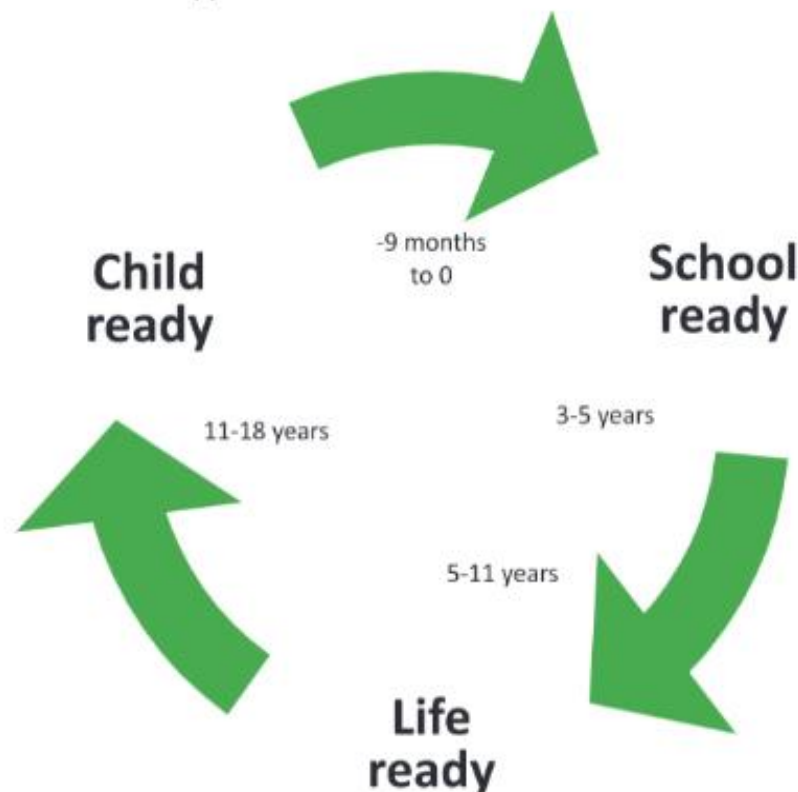
No single sector or profession can improve outcomes for people and place alone, collaborative efforts across the Community Planning Partnership are key to achieving our ambitions the City of Aberdeen.

We also understand that real transformation will come from acting beyond the walls of our public service organisations and infrastrutures and thinking about Aberdeen as a **'City of Learning'**.

Becoming a **City of Learning** means capitalising on the vast opportunities, resources and potential for enabling people to learn and develop themselves in ways that meet their needs, interests and ambitions. In this way the can participate more fully in their own lives and in the life of the City to help their families and communities prosper. This approach builds on the pioneering work of the Learning Cities in the USA and the UNESCO Global Network of Learning Cities movement. It recognises the lifelong opportunity that exists for people to learn to address gaps in their opportunity, achievement and/ or skills – see diagram 2.

Diagram 2 – Lifelong learning approach

Skills gap

Opportunity gap

Achievement gap

How will we know we are making a difference?

Setting out a vision for how we want things to be in the future is the easy part. Believing that it is possible and making it happen is entirely different.

This plan sets out the many improvement projects we will take forward to achieve our vision as a place where all people can prosper.

Our ultimate measures of success in achieving this vision will be that by 2026:

We still have the **highest** GVA (Gross Value Added) per head in Scotland

Fewer than 10% of our children are living in poverty

We are living in good health for **at least five years longer**

Our carbon emissions are **61% lower**

How will we make it happen?

Our 15 Stretch Outcomes break down our overall vision for the People, Place and Economy of Aberdeen into manageable thematic programmes of work. In taking a structured approach to improvement we are very clear about what it is we are trying to accomplish, how we will know whether a change is an improvement and what changes we will make to secure this improvement. These stretch outcomes tackle poverty as they manifest at every stage of a person's life journey. The following chapters in this document include the detailed improvement projects we will take forward to achieve these stretch outcomes.

OUR 15 STRETCH OUTCOMES

ECONOMY	PEOPLE (Children & young people)	PEOPLE (Adults)	PLACE
1. No one will suffer due to poverty by 2026.	4. 95% of all children will reach their expected developmental milestones by their 27-30 month review by 2026	10. 25% fewer people receiving a first ever Court conviction and 2% fewer people reconvicted within one year by 2026.	13. Addressing climate change by reducing Aberdeen's carbon emissions by at least 61% by 2026 and adapting to the impacts of our changing climate
2. 400 unemployed Aberdeen City residents supported into Fair Work by 2026.	5. 90% of children and young people report they feel listened to all of the time by 2026.	11. Healthy life expectancy (time lived in good health) is five years longer by 2026.	14. Increase sustainable travel: 38% of people walking and 5% of people cycling as main mode of travel by 2026
3. 500 Aberdeen City residents upskilled/ reskilled to enable them to move into, within and between economic opportunities as they arise by 2026.	6. By meeting the health and emotional wellbeing needs of our care experienced children and young people they will have the same levels of attainment in education and positive destinations as their peers by 2026.	12. Rate of harmful levels of alcohol consumption reduced by 4% and drug related deaths lower than Scotland by 2026.	15. Addressing the nature crisis by protecting/ managing 26% of Aberdeen's area for nature by 2026.
	7. 95% of children living in our priority neighbourhoods (Quintiles 1 & 2) will sustain a positive destination upon leaving school by 2026.		
	8. 83.5% fewer young people (under 18) charged with an offence by 2026.		
	9. 100% of our children with Additional Support Needs/disabilities will experience a positive destination.		

PROSPEROUS ECONOMY

PreCovid-19, long-term economic performance of the City Region remained significantly above the Scottish and UK averages despite a downturn in, and the challenge of transition from, oil and gas. Since Covid-19 struck, Aberdeen City is projected to be the 5th worst affected area in Scotland for economic downturn and 3rd worst for potential job losses. It is also likely to have pushed more people into poverty and financial insecurity, with those who were already disadvantaged being most likely to experience the negative effects.

This is likely to contribute to greater levels of poverty, inequality and associated vulnerabilities and is expected to push more people into immediate and acute poverty. Throughout the pandemic, we have seen a significant increase in the requirement for support with food provision with many of those requests for emergency food provision coming from people who had never used a food bank previously. To mitigate the causes of immediate and acute poverty we will focus on projects which will ensure all people across the City have access to food, fuel, shelter and finance. Our plans will focus on continuing to harness the capabilities of our individuals and communities and include developing skills in cooking, budget management and employability.

POPULATION NEEDS ASSESSMENT DATA:

Number of growth sector enterprises

Employment in growth sector enterprises

Number of business births and deaths
● Births ● Deaths

Number of registered enterprises and local business units
● Enterprises ● Local units

Number of business gateway start-ups

Average weekly wage (residence-based)

Percentage of employees earning less than less than the Living Wage

Percentage of the population who are economically active

Claimant count

Many key aspects of the local economy, from tourism through to oil and gas, have been badly impacted and the City saw a 128% rise in unemployment claimants between March and November 2020. The pandemic, combined with Brexit, may also see significant changes in economic behaviours such as online retail and trends towards supply chain onshoring providing both opportunities and risks to local economies. The key conclusion of the Economic Policy Panel was that, notwithstanding the shock of the pandemic, the city has strong economic foundations and should maintain its focus on repositioning for the long-term including investment in key infrastructure and a focus on skills, energy transition, and economic diversification. The Panel highlights that although the Covid-19 pandemic is a major challenge for the Aberdeen Region, the longer-term issues remain relevant.

We will contribute to the inclusive economic growth agenda in the city and to support the city in overcoming the significant impacts of Covid-19 that are being experienced by our localities and priority neighbourhoods, as well as responding to implications from Brexit. The consequences of Covid-19 are continuing to emerge and we will continue to monitor the situation and will retain sufficient flexibility and agility in its improvement planning to accommodate actions to mitigate both Covid-19 and Brexit consequences, where possible.

A primary focus will be on creating new sustained fair work opportunities for unemployed residents, in particular those groups most affected by Covid-19. Labour Market Indicators show that the employment rate for Aberdeen City between October 2019 and September 2020 was 73.9% of the working aged population, down from 78.6% from July 2019 to June 2020 (Aberdeen City Council Economic Bulletin, January 2021). Business creation is key to both developing new employment opportunities and to diversifying the economy. Aberdeen Prospers is committed to improvement activity around providing the correct support for those wishing to start or expand their own business.

Also vital to diversifying the economy is the retention of the talent and transferable skills that currently exist within our businesses and educational institutions, as well as the creation of opportunities for upskilling/reskilling so that residents are able to move into, within and between economic opportunities that become available. Working in partnership, will be critical to achieving our ambitions in this area.
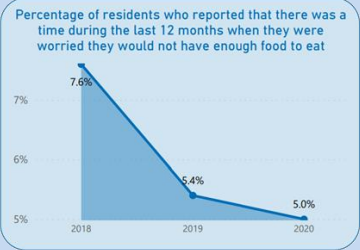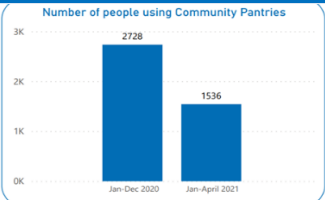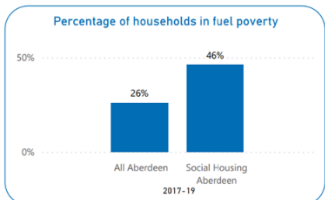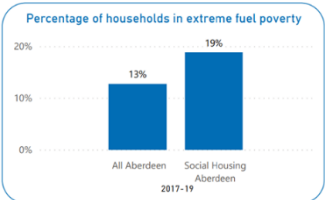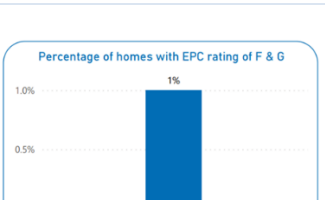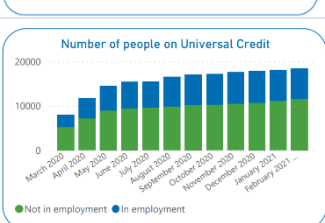
STRETCH OUTCOMES

1. No one will suffer due to poverty by 2026

2. 400 unemployed Aberdeen City residents supported into Fair Work by 2026

3. 500 Aberdeen City residents upskilled/ reskilled to enable them to move into, within and between economic opportunities as they arise by 2026
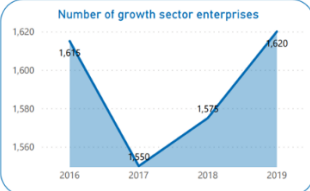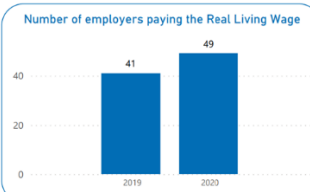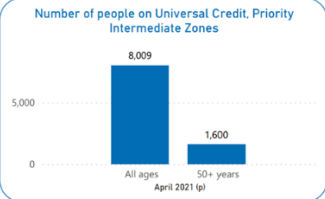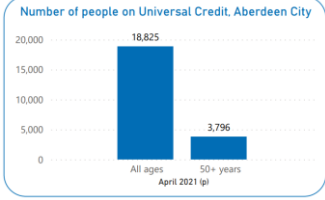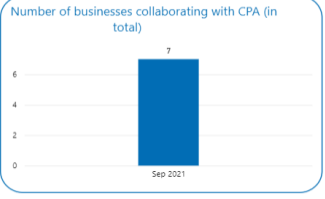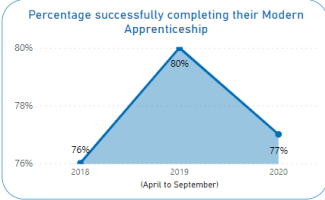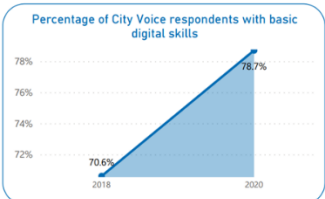
Stretch Outcome	Key Drivers	Improvement Project Aim	Baseline Trend Data	Target Population	Lead Partner
1. No one will suffer due to poverty by 2026 **Responsible Outcome Improvement Group:** Anti-Poverty Group	1.1 Mitigating the causes of immediate and acute poverty.	Increase the number of people using community pantries by 20% by 2023.		Priority neighbourhoods	CFINE
		Decrease the number of households in extreme fuel poverty in Aberdeen by 4% by 2023; and reduce the rate of socially rented households in fuel poverty in Aberdeen by 8 % by 2023.	 	City wide people living in social housing	Scarf
		Reduce by 50% the number of homes with an EPC rating of F&G by 2023, leading to 100% by 2026.		City wide	Aberdeen City Council (Housing Strategy)
	1.2 Ensure those experiencing in-work poverty have access to all appropriate benefits.	Increase the uptake of unclaimed benefits across Aberdeen City by 2023.		City wide	Department for Work and Pensions (DWP)

Stretch Outcome	Key Drivers	Improvement Project Aim	Baseline Trend Data	Target Population	Lead Partner
	1.3 Supporting vulnerable and disadvantaged people, families and groups.	Ensure 100% of people presenting as homeless have a full financial assessment and access to all appropriate benefits by 2023.	0	City wide people who present as homeless.	Aberdeen City Council
	1.4 Poverty affecting those with protected characteristics and in specific communities.	Increase support for those who have been most disadvantaged through the pandemic by 2023.	An unequal experience: the impact of Covid-19 on equalities outlines the impact of the pandemic nationally. Local data being established.	Women and people in the Black Asian and Minority Ethnic Communities	Aberdeen City Council
2. 400 unemployed Aberdeen City residents supported into Fair Work by 2026 *(Baseline: 0)* **Responsible Outcome Improvement Group:** Aberdeen Prospers	2.1 Supporting labour market to recover from impact of Covid-19 on employment.	Supporting 50 people to start a business in Aberdeen who will be coming off the benefits system or significantly reducing their benefits through starting a business by 2023 and 100 by 2026.	Number of growth sector enterprises	City wide benefits claimants	Elevator
	2.2 Increasing the number of people in Aberdeen in sustained, fair work.	Increase employer sign up to the Real Living Wage by 5% year on year to 2023 to achieve Real Living Wage City Status by 2026.	Number of employers paying the Real Living Wage	City wide	Scottish Enterprise
		Support 15 care experienced young people progress to employment through public sector funded employability programmes by 2023.	0	Young people who report as care experienced	Aberdeen City Council

Stretch Outcome	Key Drivers	Improvement Project Aim	Baseline Trend Data	Target Population	Lead Partner
		Support 50 people into sustained, good quality employment by 2023, and 100 by 2026, with a particular focus on; those from priority neighbourhoods and people over 50.	Number of people on Universal Credit, Priority Intermediate Zones — 8,009 (All ages), 1,600 (50+ years), April 2021 (p). Number of people on Universal Credit, Aberdeen City — 18,825 (All ages), 3,796 (50+ years), April 2021 (p).	Priority neighbourhoods and people over 50	Aberdeen City Council
3. 500 Aberdeen City residents upskilled/ reskilled to enable them to move into, within and between economic opportunities as they arise by 2026	3.1 Promoting inclusive economic growth for our most disadvantaged communities.	Increase the number of responsible businesses working with Community Planning Aberdeen through Community Benefits and CSR activity by 200% by 2023.	Number of businesses collaborating with CPA (in total) — 7, Sep 2021.	City wide	Aberdeen City Council
		80% of young people will successfully complete their Modern Apprenticeship programme by 2023.	Percentage successfully completing their Modern Apprenticeship — 76% (2018), 80% (2019), 77% (2020). (April to September)	City wide young people	North East Scotland College
	3.2 Ensuring access for all employers to skilled labour.	By December 2022, increase by 10% the number of people in Aberdeen who: • Have digital access; and • Feel comfortable using digital tools.	Percentage of City Voice respondents with basic digital skills — 70.6% (2018), 78.7% (2020).	City wide	Aberdeen City Council

Stretch Outcome	Key Drivers	Improvement Project Aim	Baseline Trend Data	Target Population	Lead Partner
(Baseline: 0) **Responsible Outcome Improvement Group:** Aberdeen Prospers		Increase the number of people within Aberdeen City gaining qualifications in ICT and Digital skills at SCQF Levels 7 and above by 10% by 2023.		City wide	Civic Forum
		Increase the number of Modern and Graduate Apprenticeships by 5% by 2022.		City wide	North East Scotland College

LOCAL SUPPORTING STRATEGIES
Regional Economic Strategy 2015-2025
Regional Economic Strategy Action Plan 2018
City Region Deal 2015-2025
Scottish Enterprise Strategic Framework 2019-2022
Aberdeen City and Shire Regional Skills Strategy
North East Scotland College Strategic Plan 2018-2021
North East Scotland College Interim Outcome Agreement 2020-21
North East Scotland College Learning and Teaching Strategy

PROSPEROUS PEOPLE (CHILDREN & YOUNG PEOPLE)

The COVID pandemic has had a substantial impact on our children, young people, and their families. In turn the services we provide and the way that we deliver them has fundamentally changed. The priorities we identified when this LOIP was first published have become more pertinent because of the pandemic. Impacting the economy, the opportunities available to our young people and their families. It has also affected their mental wellbeing and made the needs of our more vulnerable young people and the inequalities they face become even more apparent. Entering this phase of our refreshed LOIP we do so in the context of significant legislative and policy change. The Scottish Government is prioritising putting children's rights at the very heart of all services delivered to children and families. Publication of the Independent Care Review (February 2020) and the Additional Support for Learning Review (June 2020) recognises that we are not delivering the change required in outcomes for our more vulnerable young people and that "tweaking" systems and provision is not sufficient, we need a different starting point for all our children and their support needs.

POPULATION NEEDS ASSESSMENT DATA:
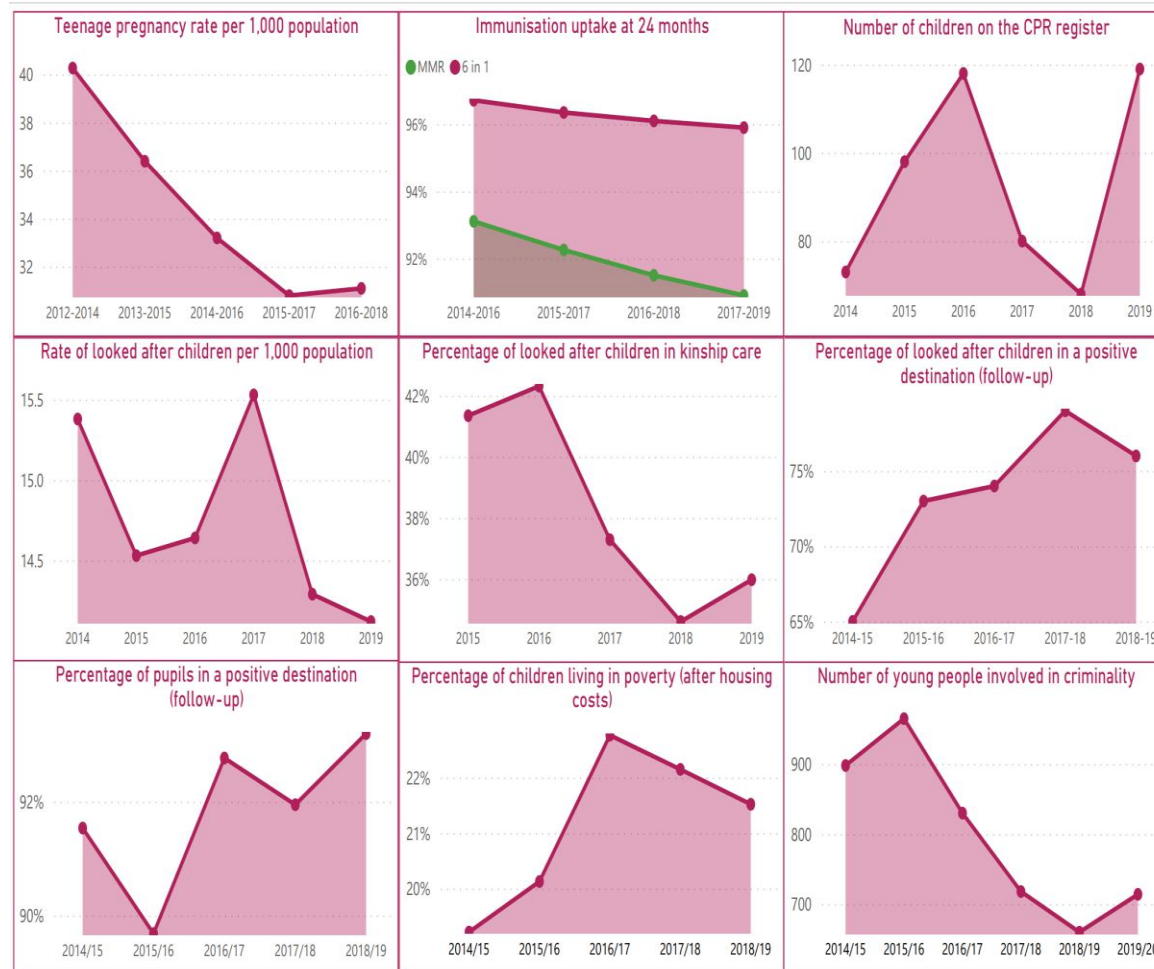
Our Children's Services Plan 2020-2023 also reinforces our commitment to these changes, our commitment to the priorities in this LOIP and our ambition to support every child, irrespective of their circumstances, to grow, develop and reach their full potential. We want Aberdeen to be a city where there is equality of outcomes and opportunities for all our children and young people and that children's circumstances and aspirations are not limited by their background or current environment. This drives the Partnership to collaborate to maximise the long-term outcomes of those who need extra care and protection. Our stretch outcomes reflect the importance of supporting equity of access to education, supporting families to provide the best care they can for their children and the need to invest in the health, including mental health, of our children and young people. Critically we want our children to be safe and protected from harm. This agenda will be driven forward by the Child Protection Committee which works in parallel with the Children's Services Board ensuring improvement activity is aligned.

We will support our care experienced young people to gain the same opportunities as their peers. Supporting them and other children at risk, such as children with disabilities, we will address inequality in education and positive destinations. Our work with young people to reduce their involvement in offending behaviour will be through appropriate and effective interventions aimed at supporting them to more positive destinations.
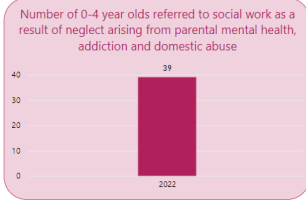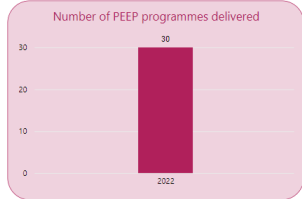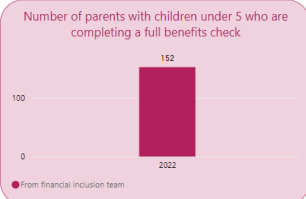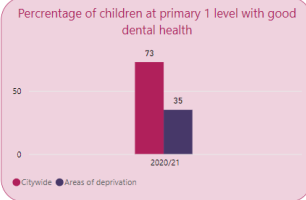
STRETCH OUTCOMES

4. 95% of all children will reach their expected developmental milestones by their 27-30 month review by 2026.

5. 90% of children and young people report they feel listened to all of the time by 2026.

6. By meeting the health and emotional wellbeing needs of our care experienced children and young people they will have the same levels of attainment in education and positive destinations as their peers by 2026.

7. 95% of children living in our priority neighbourhoods (Quintiles 1 & 2) will sustain a positive destination upon leaving school by 2026.

8. 83.5% fewer young people (under 18) charged with an offence by 2026.

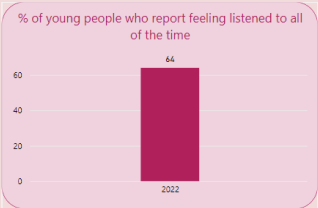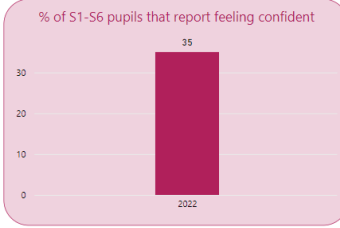9.100% of our children with Additional Support Needs/disabilities will experience a positive destination.
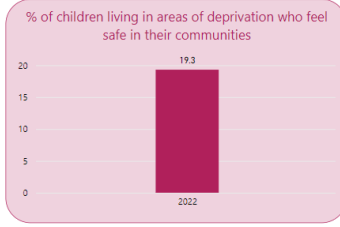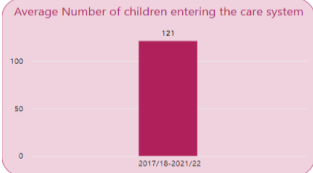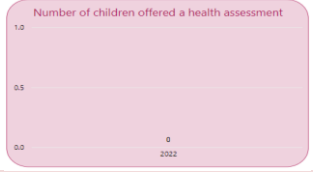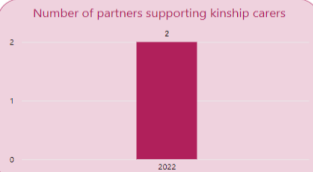
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LEAD PARTNERS:
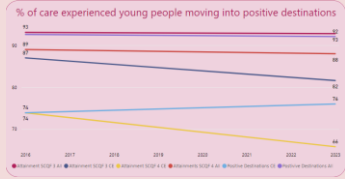
- **Aberdeen City Council**

- **Aberdeen City Health & Social Care Partnership**

- **ACVO**

- **NHS Grampian**

- **North East Scotland College**

- **Police Scotland**

- **Scottish Children's Reporter Administration**
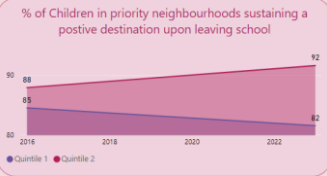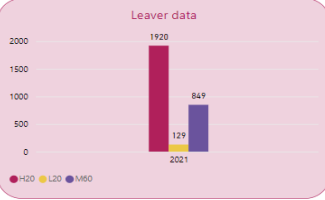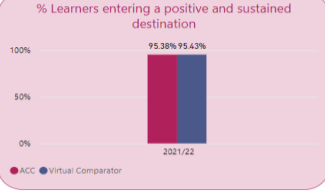
- **Skills Development Scotland**
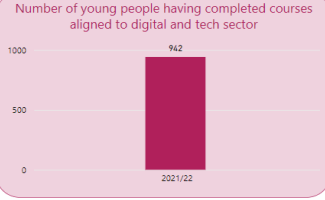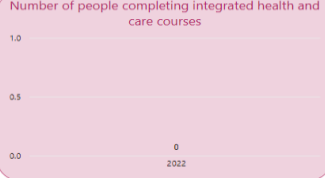
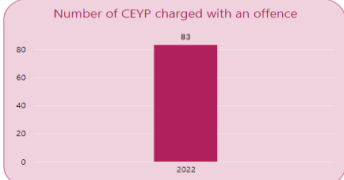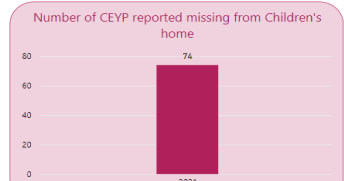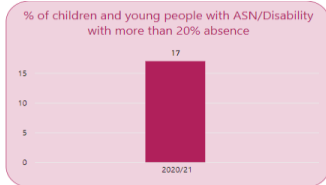| Stretch Outcome	Key Drivers	Improvement Project Aim	Baseline Trend Data	Target Population	Lead Partner
4. 95% of all children will reach their expected developmental milestones by their 27-30 month review by 2026 *Percentage of children meeting developmental milestones at their 27-30 month reviews* **Responsible Outcome Improvement Group:** Children's Services Board	4.1 Ensuring that families receive the parenting and family support they need.	Reduce by 5% the no. of children aged 0-4 who are referred to Children's Social Work as a result of neglect arising from parental mental health, addiction and domestic abuse 2026.	 *Number of 0-4 year olds referred to social work as a result of neglect arising from parental mental health, addiction and domestic abuse*	City wide	ACHSCP
		Increase by 40% the number of Peep programmes delivered by multi-agency partners by 2025.	 *Number of PEEP programmes delivered*	City Wide	ACC
	4.2 Improving health and reducing child poverty inequalities.	100% of urgent requests for first stage infant formula and nutritional support for pre-school children are met by 2024.	New measure: Baseline to be established as part of the project.	City Wide	NHSG
		Increase by 10% the no. of parents with children under 5 who are completing a full benefits check by 2024.	 *Number of parents with children under 5 who are completing a full benefits check*	New Parents and Parents of Pre-school Children; City Wide	NHSG
		Improve dental health at primary 1 to the national average by reducing the levels of dental health in areas of deprivation to 50% by 2025.	 *Percentage of children at primary 1 level with good dental health*	Priority Neighbourhoods	NHSG
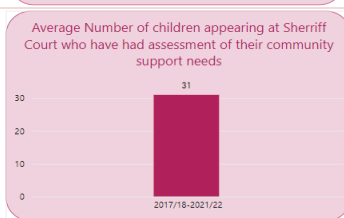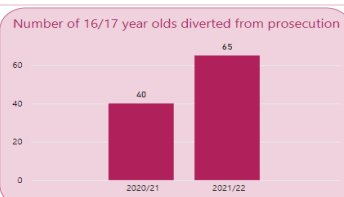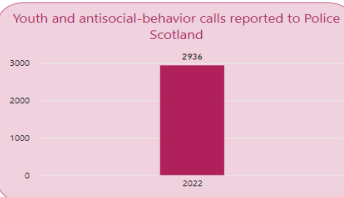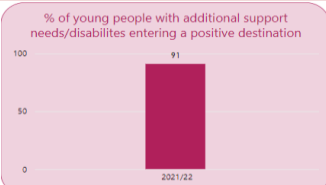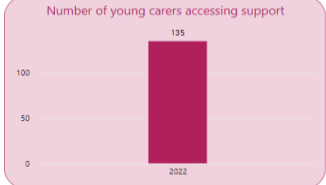
Stretch Outcome	Key Drivers	Improvement Project Aim	Baseline Trend Data	Target Population	Lead Partner
5. 90% of children and young people report they feel listened to all of the time by 2026. **Responsible Outcome Improvement Group:** Children's Services Board	5.1 Improving timely access to support.	Reduce demand on Tier 3 services by 5% by 2026.		City wide	NHSG, CAMHS
		Reduce waiting time for interventions starting, by each tier 2/3 service by 5% by 2026.	Baseline to be established as part of the project.	City wide children and young people requesting Tier 2 and 3 mental health assistance	NHSG, CAMHS
		100% of children leaving care are referred to services that can meet assessed mental health needs within 4 weeks of the health assessment being completed by 2024.	Baseline to be established as part of the project.	Children leaving care; City wide	NHSG
	5.2 Increasing children's knowledge and understanding of their own physical and mental wellbeing and take an early intervention and prevention approach.	Increase by 5% the number of S1-S6 pupils who report that they feel confident by 2025.		S1-S6 pupils; City wide	ACC, Education
		Increase by 10% the % of children living in areas of deprivation who feel safe in their communities by 2025.		Children; Priority Neighbourhoods	ACC, Community Safety

Stretch Outcome	Key Drivers	Improvement Project Aim	Baseline Trend Data	Target Population	Lead Partner
6. By meeting the health and emotional wellbeing needs of our care experienced children and young people they will have the same levels of attainment in education and positive destinations as their peers by 2026	6.1 Improving education and health outcomes for care experienced children and young people.	Reduce by 5% the number of children entering the care system by 2024.		City wide	ACC
		100% of children and young people leaving care are offered a health assessment to identify gaps in their health provision and needs by 2024.		Care experienced children and young people leaving care; City wide	NHSG
		Increase the number of care experienced young people by 10% receiving multiagency throughcare/aftercare support by 2023.	Baseline to be added in advance of CPA Board on 19 April 2023.	Care experienced children and young people; City wide	ACC
	6.2 Supporting attainment of balance of care where children are able to remain more often at home and or with kin.	80% of care experienced parents will report that they believed they were sufficiently prepared for parenthood by 2026.	Baseline to be established as part of the project.	Care experienced parents; City wide	NHSG
		Increase by 100% the number of partners supporting kinship carers by **2023.**		City wide care experienced children and young people	ACC
	6.3 Supporting children and young people to understand and access multiagency throughcare and aftercare services.	80% of the identified multi-agency workforce successfully complete Corporate Parenting training aligned to the Promise by 2025.		Multi-agency staff; City wide	ACC

Stretch Outcome	Key Drivers	Improvement Project Aim	Baseline Trend Data	Target Population	Lead Partner
7. 95% of all our children, including those living in our priority neighbourhoods (Quintiles 1 & 2), will sustain a positive destination upon leaving school by 2026 **Responsible Outcome Improvement Group:** Children's Services Board	7.1 Improving pathways to education, employment and training for all our children	75% of identified multi-agency staff reporting confidence in identifying and taking action on harm by 2026.	Baseline to be established as part of the project.	Multi-agency staff; City wide	ACC
		Increase to 3 the delivery of co-located and delivered services by health and education by 2024.		Young people in school; City wide	ACC
		Increase by 10% the rate of completion of NPA/FA/HNC courses available to young people across the city by June 2024.		Young people; City wide	ACC
		Increase the % of learners entering a positive and sustained destination to be ahead of the Virtual Comparator for all groups by 2025.		Young people; each SIMD quintile	ACC
		Increase by 20% the number of young people completing courses aligned to support the digital and tech sector by 2026.		Young people; City wide	ACC
		Increase to 50 the no. of people completing more integrated health and care courses by 2025.		Children and young people; City wide	NESCOL

Stretch Outcome	Key Drivers	Improvement Project Aim	Baseline Trend Data	Target Population	Lead Partner
8. 83.5% fewer young people (under 18) charged with an offence by 2026. Number of young people (under 18 years) charged with an offence 985, 823, 719, 672, 714, 485 2015/16 2016/17 2017/18 2018/19 2019/20 2020/21 **Responsible Outcome Improvement Group:** Children's Services Board	8.1 Young people receive the right help at the right time to improve outcomes for young people at risk of becoming involved in the Justice System.	Reduce by 20% the number of care experienced young people charged with an offence by 2025.	Number of CEYP charged with an offence 83 2022	Care Experienced Young People; City wide	Police Scotland
		Reduce by 15% the number of care experienced young people reported missing from Children's homes to Police Scotland by 2024.	Number of CEYP reported missing from Children's home 74 2021	Care experienced young people in Children's homes	Police Scotland
	8.2 More people appropriately diverted from Justice System to effective interventions aimed at reducing the likelihood of reoffending, where appropriate.	90% of 16/17 year olds appearing at Sherriff Court in relation to Lord Advocate's guidance will have had an assessment of their community support needs by 2025.	Average Number of children appearing at Sherriff Court who have had assessment of their community support needs 31 2017/18 -2021/22	16 and 17 year olds appearing at Sherriff Court; City wide	ACC, CSW
		Increase by 5% the no. of 16/17 year olds who are diverted from prosecution by 2025.	Number of 16/17 year olds diverted from prosecution 40, 65 2020/21 2021/22	16 and 17 year olds in conflict with the law; City wide	ACC, CSW
	8.3 Tackling antisocial behaviour in problem areas with appropriate and effective interventions.	Reduce by 15% the number of instances of youth anti-social behaviour calls to Police Scotland by 2025.	Youth and antisocial-behavior calls reported to Police Scotland 2936 2022	City wide	ACC, CLD

Stretch Outcome	Key Drivers	Improvement Project Aim	Baseline Trend Data	Target Population	
9. 100% of our children with Additional Support Needs/ Disabilities will experience a positive destination by 2026. **Responsible Outcome Improvement Group:** Children's Services Board 	9.1 Improving pathways to education, employment and training for our children with ASN/disabilities.	Increase by 10%, the percentage of children and young people with additional support needs (ASN) and/or a disability accessing full time education by 2026.	% of children and young people with ASN/Disability with more than 20% absence	Young people with additional support needs/disability; City wide	ACC
		Increase by 5%, the percentage of young people with additional support needs/disability entering a positive destination by 2025.	% of young people with additional support needs/disabilites entering a positive destination	Young people with additional support needs/disability; City wide	ACC
	9.2 Ensuring young carers receive the support they need.	Increase by 20% the number of registered young carers accessing support from the Young Carers service by 2025.	Number of young carers accessing support	Young carers; City wide	Barnardos
	9.3 Ensuring our children with ASN/disabilities and their families receive the support they need	By 2025, 90% of families with children with an additional support need or disability will indicate that they have access to peer and community support that meets their needs.	Baseline to be established as part of the project.	Families with children with an additional support need/disability; City wide	NHSG
		90% of identified multi-agency staff working with children and young people with disabilities will report confidence in identifying and taking action on how harm presents in children with additional support needs/disabilities by 2026.	Baseline to be established as part of the project.	Multi-agency staff working with children and young people with disabilities; City wide young	NHSG

Stretch Outcome	Key Drivers	Improvement Project Aim	Baseline Trend Data	Target Population	
		Increase by 10% the number of children experiencing child protection processes who have access to a professional utilising their alternative communication system by 2026.	Baseline to be established as part of the project.	Children experiencing child protection processes; city wide	ACC
	9.4 Improving timely access to support.	Increase by 20% the number of families of children with autism or awaiting diagnosis accessing support prior to diagnosis and reduce the interval between referral and diagnosis by 2024.	Baseline to be established as part of the project.	Families of children with autism or awaiting diagnosis; City wide	NHSG

LOCAL SUPPORTING STRATEGIES

Aberdeen City Council Strategy for Parental Involvement 2021-24

Aberdeen City Strategy for Autism 2019-22

Aberdeen City Community Learning and Development Plan 2021-24

Aberdeen City Council Strategic Business Plan Refresh 2017-18

Aberdeen City Children's Service Plan 2023-26

NHS Grampian Local Delivery Plan 2022-28

National Guidance for Child Protection in Scotland 2021

PROSPEROUS PEOPLE (ADULTS)

The impact of the pandemic has been, and will continue to be, felt unequally. Those experiencing inequality and vulnerabilities are more likely to suffer the greatest negative social, economic and health impacts. Some aspects of inequality have been directly impacted by the pandemic as a result of:- higher rates of underlying ill-health; reduced treatment and diagnosis of chronic conditions; higher exposure to infections of key workers; higher population density, houses in multiple occupation and less access to open space; the effect of social isolation and confinement on physical and mental health. Previous economic shocks, such as the global financial crisis of 2008, have also led to unequal impacts on physical and mental ill health, suicide and death from alcohol and substance use.

Mitigating the impacts of the pandemic on our citizens and communities, as well as the inequalities currently experienced can only be achieved by us working together in partnership and through targeting improvement activity at vulnerable and disadvantaged people, families, and groups.

To improve outcomes for people we are focussing on early intervention, prevention and self-management. The key causes of preventable ill health should be tackled at an early stage and we are adopting a whole family approach in order to create a culture in which healthy behaviours are the norm starting with the early years and persisting throughout our lives. To support this approach we are focused on providing all individuals and communities with the social

POPULATION NEEDS ASSESSMENT DATA:

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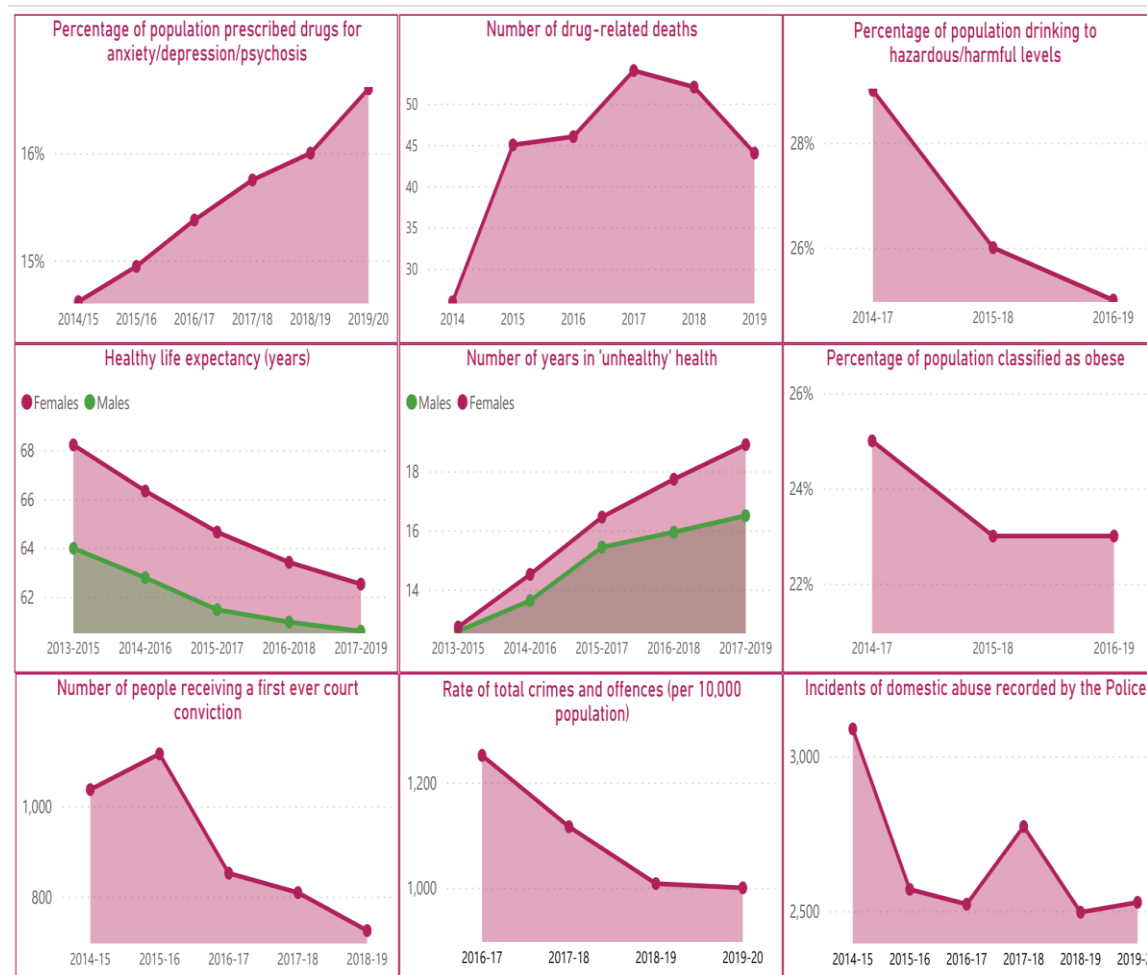
resources needed to make informed decisions about health and lifestyle, however we recognise that information won't work alone and we need to ensure the right environment is also available to facilitate and support people to make the right behavioural choices. For example living with food insecurity makes it more difficult to manage a range of conditions such as diabetes and other conditions that require careful monitoring of and management of diet and medication regimes and we need to support access to affordable and healthy food to mitigate this. We have also seen with Covid-19, the important role, and benefits from volunteering with over 7,000 volunteers recruited in the early stages of the pandemic, in addition to the 80,000 people assisting volunteering in Aberdeen, and this is an opportunity we are sustaining and building on.

All people in Aberdeen are entitled to live within our community in a manner in which they feel safe and protected from harm, supported when necessary and fully included in the life of the city. People sometimes need others to support their achievement of a full, active, safe citizenship. Through our partnership working, we are seeing a reduction in the number of people receiving a first ever court conviction and we are committed to continue to reduce the number of people and communities affected or harmed by crime through an early intervention approach to offending through preventative aims.

We also recognise that we need to support people who have offended, to turn their behaviour around and become contributors to society. Research shows that maintaining and building upon protective factors such as access to housing, healthcare, employability, financial stability and professional support, such as intervention and access to drug and alcohol support, assists in reducing repeat offending and a return to custody, with all of the associated financial and human costs. We are focussed on providing interventions and opportunities for engagement on the issues which are contributing to reoffending behaviour. Our plans also take targeted interventions to reduce the impact of crime on communities, such as hate crimes where in 2019/20 we saw a 32% increase, and taking a whole population approach to changing attitudes to domestic abuse, where resulting from Covid-19 and the impact on access to support services there have been concerns about a rise in domestic violence.

STRETCH OUTCOMES

10. 25% fewer people receiving a first ever Court conviction and 2% fewer people reconvicted within one year by 2026.

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

12. Rate of harmful levels of alcohol consumption reduced by 4% and drug related deaths lower than Scotland by 2026.
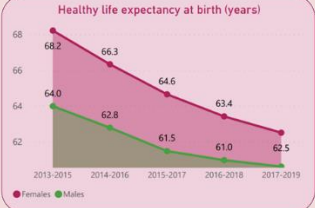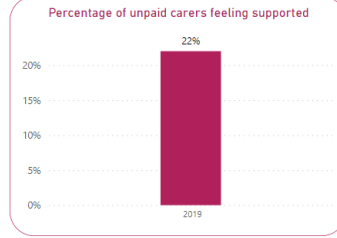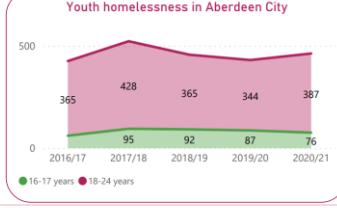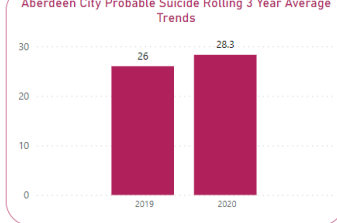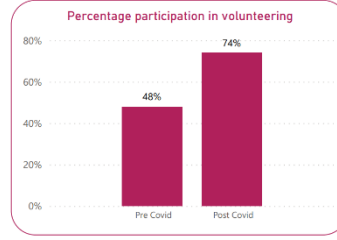
LEAD PARTNERS:

- **Aberdeen City Council**

- **Aberdeen City Health & Social Care Partnership**

- **NHS Grampian**

- **Police Scotland**

- **Scottish Fire & Rescue Service**

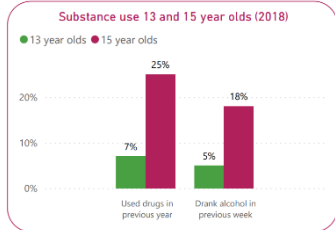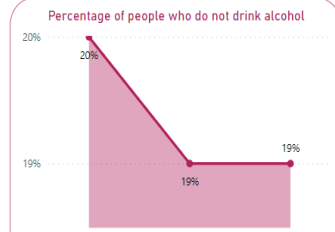- **Scottish Prison Service**

- **Skills Development Scotland**

Stretch Outcome	Key Drivers	Improvement Project Aim	Baseline Trend Data	Target Population	Lead Partner
10. 25% fewer people receiving a first ever Court conviction and 2% fewer people reconvicted within one year by 2026 	10.1 Those who are convicted are supported to engage with relevant services and reduce re-offending.	Increase by 10% those individuals, aged 21+ and not subject to statutory throughcare arrangements, who access support services upon release from HMP Grampian by 2022.		Non-statutory prisoners from HMP Grampian	HMP Grampian (Scottish Prison Service)
		Increase to 30 in total, the no. of individuals who are on a custodial sentence, Community Payback Order with a Supervision Requirement, on Unpaid Work Orders, on Remand or who have been Diverted from Prosecution who are being supported to make progress on the Employability Pipeline by 2022.		City wide people who are on a custodial sentence, CPO Supervision, Unpaid Work Order, on Remand or Diverted from Prosecution	Skills Development Scotland
		Reduce the number of drug related deaths occurring within 6 months of liberation from custody from 10 to zero by 2023.		City wide people liberated from custody	Aberdeen City Health and Social Care Partnership
	10.2 Taking targeted interventions to reduce the impact of crime on communities.	Reduce the number of wilful fires by 10% by 2022.		Initial testing in Torry then gradually scaling up city wide	Scottish Fire & Rescue Service
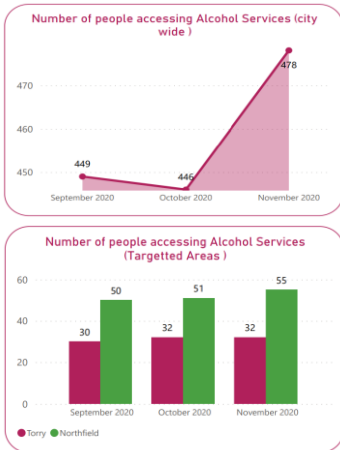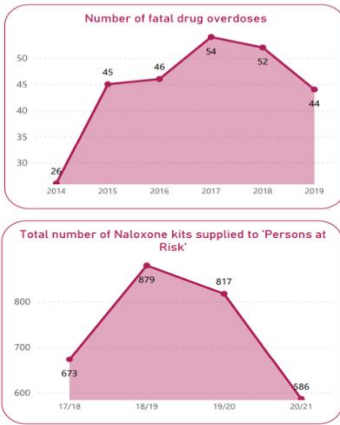
Stretch Outcome	Key Drivers	Improvement Project Aim	Baseline Trend Data	Target Population	Lead Partner
Responsible Outcome Improvement Group: Community Justice Group		100% increase in hate crimes reported to police by 2023.	Number of hate crimes reported to the Police	City wide people experiencing hate crime	Aberdeen City Council
	10.3 Changing attitudes about domestic abuse in all its forms and ensuring victims receive access to the right support.	Increase by 15% victims of domestic abuse receiving support by 2022.	Percentage of victims of domestic abuse receiving support	City wide victims of domestic abuse	Aberdeen City Council
		Decrease the number of incidents of domestic abuse reported to the Police by 15% by 2023.	Number of incidents of domestic abuse reported to the Police	City wide	Aberdeen City Council
	10.4 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.	Increase by 10% the number of clients who access assessment/support/ treatment/services in relation to mental health issues: - in Police custody - on a community disposal - in HMP Grampian by 2023.	Number of people in HMP Grampian accessing support/treatment in relation to mental health	People in Police Custody, on a community disposal or in HMP Grampian	Aberdeen City Health and Social Care Partnership

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Stretch Outcome	Key Drivers	Improvement Project Aim	Baseline Trend Data	Target Population	Lead Partner
11. Healthy life expectancy (time lived in good health) is five years longer by 2026 Healthy life expectancy at birth (years) **Responsible Outcome Improvement Group:** Resilient, Included & Supported Group	11.1 Supporting vulnerable and disadvantaged people, families and groups.	Increase the number of unpaid carers feeling supported by 10% by 2023.	Percentage of unpaid carers feeling supported	City wide unpaid carers	Aberdeen City Health and Social Care Partnership
		Reduce youth homelessness by 6% by 2023.	Youth homelessness in Aberdeen City	City wide young people	Aberdeen City Council
		Reduce the rolling 3-year average number of suicides in Aberdeen to below 26 (2019) by 2023.	Aberdeen City Probable Suicide Rolling 3 Year Average Trends	City wide	Police Scotland
	11.2 Provide individuals and communities with the social resources needed to reduce feelings of loneliness and social isolation.	Increase opportunities for people to increase their contribution (volunteering) to communities by 10% by 2023.	Percentage participation in volunteering	City wide	Aberdeen City Council
		Support 100 people to feel confident to promote wellbeing and good health choices by 2023.	0	City wide	Aberdeen City Council/ Aberdeen City Health and Social Care Partnership
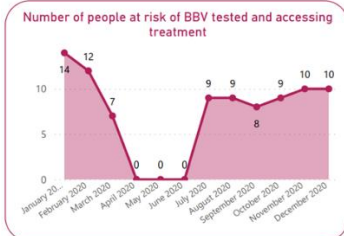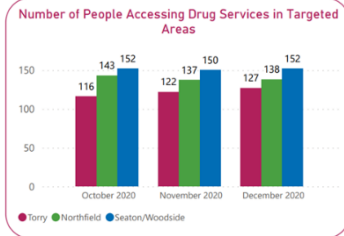
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Stretch Outcome	Key Drivers	Improvement Project Aim	Baseline Trend Data	Target Population	Lead Partner
	11.3 Encouraging adoption of healthier lifestyles through a whole family approach.	To support 50 low income families in priority neighbourhood to improve eating behaviours and adopt positive lifestyle choices to help towards a healthy weight by 2023.	0	Low income families; Priority neighbourhoods	NHS Grampian
		Reduce tobacco smoking by 5% overall by 2023.	Percentage of people smoking	City wide	Aberdeen City Council
		Refer 20% of people living with COPD or other respiratory conditions into specific PR physical activity and other support programmes delivered in community settings by 2023.	COPD patient hospitalisations in Aberdeen City	City Centre East, then City wide	NHS Grampian

Stretch Outcome	Key Drivers	Improvement Project Aim	Baseline Trend Data	Target Population	Lead Partner
12. Rate of harmful levels of alcohol consumption reduced by 4% and drug related deaths lower than Scotland by 2026	12.1 Increase support for children and young people at risk of developing drug and alcohol problems by working with Integrated Children Services.	100% of vulnerable young people, who are at-risk of developing problem substance use, have access to evidence-based Prevention & Early Intervention (including Universal, Selective & Indicated Prevention support) by 2023.	0	City wide vulnerable young people	Aberdeen City Council
		To decrease the number of 13 and 15 year olds who have reported using substances in Aberdeen to below the national average by 2023, through curriculum delivery and a whole population approach.		City wide	Aberdeen City Council
	12.2 Reduce levels of harmful alcohol consumption across the whole population through "making every opportunity count" approaches.	Increase % of the population who feel informed about using alcohol responsibly and Increase by 10% the percentage of adults in Aberdeen City who are non drinkers or drink alcohol in a low risk way by 2023.		Priority neighbourhoods	Aberdeen City Health and Social Care Partnership

Stretch Outcome	Key Drivers	Improvement Project Aim	Baseline Trend Data	Target Population	Lead Partner
Responsible Outcome Improvement Group: Alcohol and Drugs Partnership/ Children Services	12.3 Enhance early intervention and preventative treatment for those at greatest risk of harm from drugs and alcohol.	Increase the number of alcohol brief interventions delivered by Primary Care providers and other professionals to above levels achieved in 17/18 by 2023.		City wide	NHS Grampian
		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 2023.		Priority neighbourhoods	Aberdeen City Health and Social Care Partnership
		Reduce the incidence of fatal drug overdose through innovative developments and by increasing the distribution of naloxone by 10% year on year by 2022.		City wide	Aberdeen City Health and Social Care Partnership

Stretch Outcome	Key Drivers	Improvement Project Aim	Baseline Trend Data	Target Population	Lead Partner
		Increase opportunities for individuals who have been at risk of Blood Borne Viruses, being tested and accessing treatment by 2023.		City wide	Aberdeen City Health and Social Care Partnership
		Increase uptake of drug treatment and specifically within Locality Areas by 10% each year by 2023.		Priority neighbourhoods	Aberdeen City Health and Social Care Partnership
	12.4 Increase visibility and support of recovery in our communities.	Increase the number of people undertaking recovery from drug and alcohol issues who are being supported to maintain drug / alcohol free lives in their community by 2023.	Baseline data to be established as part of the project	City wide	Aberdeen City Health and Social Care Partnership

LOCAL SUPPORTING STRATEGIES

[Aberdeen Alcohol and Drugs Partnership Drugs Strategy 2011-21](#)
[Aberdeen City Local Policing Plan 2014-2017](#)
[Local Fire and Rescue Plan - Aberdeen City 2018](#)
[NHS Grampian Local Delivery Plan 2016-17](#)
[NHS Grampian Clinical Strategy 2016-21](#)
[Aberdeen City Strategy for Autism 2014-24](#)
[Health and Social Care Partnership Carers Strategy 2018-21](#)
[Strategy for an Active Aberdeen 2016-2020](#)

PROSPEROUS PLACE

The place where we live significantly influences the ability of individuals and communities to live in healthy, sustainable ways. Our environment is therefore integral to the quality of life enjoyed in Aberdeen City and is vital in encouraging the wellbeing of our citizens. We recognize that working to end poverty and other deprivations must go hand-in-hand with strategies that improve health and reduce inequality. Therefore, while framing our response to these challenges, we have aligned our aims with the United Nations Sustainable Development Goals which share our vision to create prosperity for people now and into the future.

PreCovid-19, the city's CO2 emissions had fallen over the last 15 years and there is a national and local commitment to meet the target of Net Zero Emissions by 2045 and there is a need for rapid and far reaching change to reach this target. Resulting from Covid-19, we recognise that our city centres, office space and traditional retail, are likely to look different, and future communities will require to be better connected, efficient and self-sustaining with low energy demands and different public and green spaces; promoting healthy community lifestyles and active travel; be places where people can live, work, learn and play without relying on private transport and designed so that residents can access schools, shops, employment and leisure opportunities within walking distance of their home.

POPULATION NEEDS ASSESSMENT DATA:

Our plans to support green economic and environmental recovery, focus on waste management and increasing recycling and use of reusable products; as well as harnessing the levels of community volunteering and collective ownership seen throughout the pandemic to further build community resilience to respond to social and environmental challenges such as flooding, rebuilding nature, and increasing local food growing. A key priority is also increasing sustainable travel and sustaining the increase in walking and cycling we've seen as a result of the pandemic.

It is for the reasons above and below that our aims, as well as aligning to United Nations Sustainable Development Goals, also align to the commitments of the Glasgow Food and Climate Declaration and the Edinburgh 'Biodiversity' Declaration. Together these publicly acknowledge the scale of these interconnected challenges, calls for stronger action and the global and national levels and makes commitments to see these addressed through local strategies, policies, plans and actions.

Covid-19 has made many people realise the value of nature to them on a daily basis and reconfirmed that nature underpins almost everything that humanity depends on, from our clean air and water, to our food and raw materials, to our medicines and nurturing our mental and physical health. Nature loss and degradation is now the second biggest global challenge facing humanity, alongside Climate Change. Aberdeen, with its diverse and globally important landscapes, habitats and species, has as much of a role to play. We have had some successes with species reintroductions and have won several awards for our work on nature-based solutions to water management, e.g. Seaton Park Wetland, but we recognise we need to do more. Ultimately, we need to create and manage more land for people <u>and</u> nature, not just for people at the exclusion of nature, but also for our sustaining our health and wellbeing. As such we have added a new Stretch Outcome focussed on addressing the nature crisis while increasing the quality of our open spaces by groups and organisations to manage more land for people and nature. To build back the integrity of nature, this requires an essential interconnected approach from all stakeholders, a single landowner approach will not deliver the outcomes required. We need to work in partnership with all landowners to achieve a balance of more nature friendly and natural spaces with green space that is safe and accessible for people to enjoy.
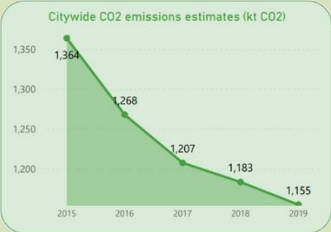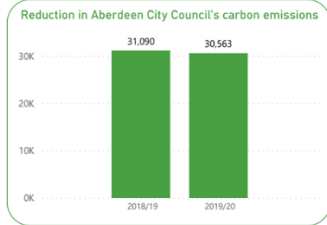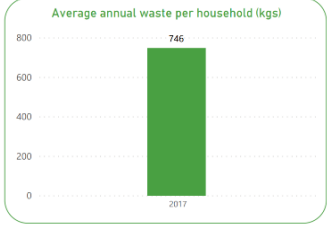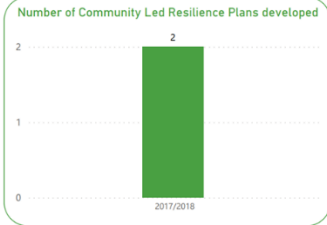
STRETCH OUTCOMES

13. Addressing climate change by reducing Aberdeen's carbon emissions by at least 61% by 2026 and adapting to the impacts of our changing climate.

14. Increase sustainable travel: 38% of people walking and 5% of people cycling as main mode of travel by 2026.

15. Addressing the nature crisis by protecting/ managing 26% of Aberdeen's area for nature by 2026.
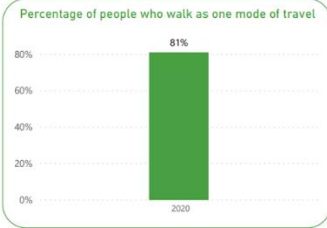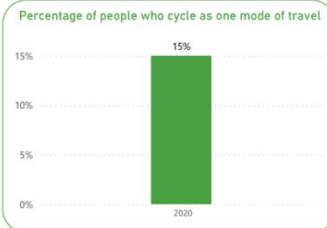
LEAD PARTNERS:
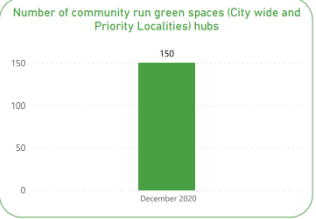
- **Aberdeen City Council**
- **Active Aberdeen Partnership**
- **ACVO**
- **CFINE**
- **Civic Forum**
- **NESTRANS**
- **NHS Grampian**
- **Police Scotland**
- **SEPA**
- **Scottish Fire and Rescue Service**
- **Scottish Natural Heritage**

Stretch Outcome	Key Drivers	Improvement Project Aim	Baseline Trend Data	Target Population	Lead Partner
13. Addressing climate change by reducing Aberdeen's carbon emissions by at least 61% by 2026 and adapting to the impacts of our changing climate **Responsible Outcome Improvement Group:** Sustainable City Group	13.1 Reducing emissions across the city through delivery of Aberdeen's Net Zero Vision & Route-map.	Reduce public sector carbon emissions by at least 7% by 2023.		City wide public sector	Aberdeen City Council
		Reduce the generation of waste in Aberdeen by 8% by 2023.		City wide	Aberdeen City Council
	13.2 Contributing to the delivery of Aberdeen Adapts by developing a bottom up approach to community resilience to encourage greater ownership and independent action towards understanding communities' risks from climate change and adapting to them.	Community led resilience plans in place for areas most vulnerable to flooding by 2023, leading to resilience plans in place across all areas of Aberdeen by 2026.		Deeside, Peterculter, Bridge of Don and Denmore, gradually scaling up city wide	Scottish Fire & Rescue Service

Stretch Outcome	Key Drivers	Improvement Project Aim	Baseline Trend Data	Target Population	Lead Partner
14. Increase sustainable travel: 38% of people walking and 5% of people cycling as main mode of travel by 2026 **Responsible Outcome Improvement Group:** Sustainable City Group	14.1 Supporting different ways for active travel in everyday journeys, using partners and volunteers to address safety, infrastructure, fitness, well-being and confidence.	Increase % of people who walk as one mode of travel by 10% by 2023.		City wide	Nestrans
		Increase % of people who cycle as one mode of travel by 2% by 2023.		City wide	Nestrans

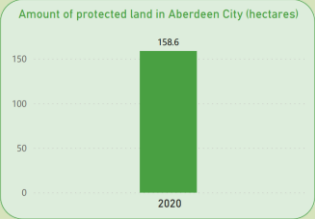| Stretch Outcome	Key Drivers	Improvement Project Aim	Baseline Trend Data	Target Population	Lead Partner
15. Addressing the nature crisis by protecting/ managing 26% of Aberdeen's area for nature by 2026 *Amount of protected land in Aberdeen City (hectares)* 158.6 — 2020 **Responsible Outcome Improvement Group:** Sustainable City Group	15.1 Increasing the diversity, quality and use of the Aberdeen's green spaces by facilitating community participation in them to restore nature and increase people's satisfaction, health, and wellbeing.	Increase the number of community run green spaces by a minimum of 8 that are organised and self-managed for both people and nature by 2023.	*Number of community run green spaces (City wide and Priority Localities) hubs* — 150, December 2020	Priority neighbourhoods	Aberdeen City Council
		Increase community food growing in schools, communities and workplaces by 12 by 2023.	*Number of organisations signed up for food growing* — 3 (October 2019), 3 (October 2020)	City wide	Aberdeen City Council
	15.2 Increasing the area of public, private and community land managed for nature, in recognition of the nature crisis and in alignment with global and national ambitions to protect 30% of land and 30% of water by 2030 (30-30-30).	At least 23 organisations across all sectors in Aberdeen pledging to manage at least 10% of their land for nature by 2023 (23BY23) and at least 26% by 2026 (26BY26).	0	City wide organisations	Aberdeen City Council

LOCAL SUPPORTING STRATEGIES

Aberdeen City Waste Strategy 2014-25
Aberdeen Local Development Plan 2022
A Climate-Positive City at the Heart of the Global Energy Transition
Aberdeen Adapts – Aberdeen's Climate Adaptation Framework
Local Transport Strategy 2016-21

Nestrans Regional Transport Strategy 2013-35
North East Flood Risk Management Strategy
Core Paths Plan
Granite City Growing; a food growing strategy for Aberdeen 2019-24
Granite City Good Food Plan - Plan of the Sustainable Food City Partnership
Open Space Strategy

HOW WE WILL ACHIEVE OUR OUTCOMES?

By Working Together

Demand for our services are increasing throughout the city, this continues to stretch the public sector, meaning that much provision is diverted to crisis response. It is difficult therefore as individual organisation to provide **early intervention and prevention**.

This is an issue that we all share and the LOIP represents an opportunity for greater joint effort, in order to work towards **early intervention and prevention**; working in partnership we can better help each other to improve outcomes for our citizens. For example, we can develop shared, whole and targeted population campaigns on issues within the LOIP to bolster our improvement efforts. This **whole systems approach** to our **shared leadership** and increasingly closer delivery means that we can capitalise on the knowledge, skills and tools used across the workforce and communities to meet the needs of changing circumstances.

We already have a shared approach to Quality Improvement which is being used by our multi-agency Outcome Improvement Groups to take forward the LOIP improvement projects. We will encourage further **learning and working together** to continue to build a shared approach to delivering real improvement.

We will work across the CPA to build a shared intelligence unit, bringing together our understanding of the needs and data across partners. This will also involve sharing our data, understanding the full picture of our population, analysing and understanding demand more fully. Through regular review and scrutiny we will be able to quickly determine and adapt our services and solutions as we progress to meet changing need.

It is essential to the future of the city that our workforce and citizens have the skills to thrive, can **exploit digital technologies** and can interact using modern tools and platforms in order to ensure that we can more effectively redirect our resources. Our data will become an enabler, supporting and driving the re-design of customer focused services responding to evolving needs and the growing opportunities of digital technologies.

Achieving the ambition of our LOIP is going to require a movement to embed the LOIP across all partners. This will mean the LOIP running through individual partners planning and into individual team and staff objectives. This will be the judgement of real time and skills being deployed to deliver our shared strategy.

Community Planning Aberdeen is the only strategic forum where partners in Aberdeen are able to jointly plan how to deploy **collective resources** to achieve the agreed priorities set out in the Local Outcome Improvement Plan (LOIP). CPA continues to develop its approach to joint resourcing to ensure the LOIP is the focal point for the planning and deployment of resources

To fulfil the LOIP ambition we are going to need to marshal our forces and work together to focus on the right improvement projects. This is going to require a different approach to resource management and a greater sharing of **capability and capacity.**

By Working With Our Communities

Effective engagement with people and communities about how local services are planned and delivered will be integral to how we deliver our plan. Our **Community Empowerment**, **Engagement** and **Participation** Strategy ensures we are united in our approach to work with people to help them achieve their aspiration for their communities.

We are committed to becoming a **City of Learning** means capitalising on the vast opportunities, resources and potential for enabling people to learn and develop themselves in ways that meet their needs, interests and ambitions. In this way the can participate more fully in their own lives and in the life of the City to help their families and communities prosper.

It is by focussing on geographies and communities of interest most in need to build **community resilience** that we will achieve better outcomes across our whole city. Our improvement work will be targeted to support these communities initially so we can learn what works for our most vulnerable people before we scale up and spread across the City.

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We already have made significant progress through our three priority neighbourhoods. The focus on these areas will continue to be vital because of their levels of need as demonstrated in our **Population Needs Assessment**. What will be different is the way we wrap services around these areas and build even stronger and more resilient communities.

People can also face barriers because of their race, gender, age, disability, sexual orientation, religion or belief. In delivering this plan, the Partnership will seek to tackle inequality in the city and within induvial communities in whatever form it manifests itself, through clear and coordinated approaches. This includes **tackling stigma** in all its forms by working in partnership to take forward behavioural campaigns and explore other ways of promoting positive change in people's attitudes. We need to do this in partnership with local media outlets.

By Working With the Private Sector

Greater opportunities for **Private Sector involvement** in the Local Outcome Improvement Plan will allow perspectives and experiences from this sector to be more widely utilised than they have perhaps previously. Whatever methods used to involve the private sector, the objectives for their involvement in Community Planning Partnerships should be mutually supporting - to ensure that businesses fully contribute to the well-being of local communities and, in turn, that the conditions exist for business to thrive and develop in that community thus benefiting the whole community.

OUR GOLDEN PYRAMID

Our golden pyramid depicts our determination to ensure that Community Planning Aberdeen works together as a whole to enable and empower local people, communities and partnerships to be the makers of their own improved outcomes.

Of topmost importance is the realisation of local partnerships forged by local people and local communities. We are committed to working with people in their 'places' – their homes, their streets and their neighborhoods to support them to plan, resource and deliver community led approaches which will deliver improved local outcomes at a community and city-wide level.

Each of the Community Planning Partners plan the delivery of their services in a range of ways. For example, by Police division, Council function, NHS Boards and Scottish Fire and Rescue Service hubs. As partners we accept these differences in delivery structures, but are united in our commitment to working together and with local people to achieve improved outcomes.

This Local Outcome Improvement Plan (LOIP) represents our ambitions city wide, but is very much grounded in the needs of our most disadvantaged communities. It is by working with these communities to take forward our improvement activity that we will learn how we can change, how we can improve and how we can scale up and spread what works. That is how we will make the difference in Aberdeen and achieve our vision of a Place where all people can indeed prosper.

Pyramid diagram with the following labels from top to bottom:

LOCALITY PLANS

Civic Forum

Locality Partnerships — Communities

Aberdeen City Council — Health & Social Care Partnership

PARTNER ORGANISATIONS

Scottish Enterprise — NHS Grampian

ACVO — Scottish Fire and Rescue Service — Police Scotland

University of Aberdeen — Skills Development Scotland — NESCOL — Active Aberdeen Partnership

Sustainable City — Alcohol & Drugs — Integrated Children's Services — Resilient, Included & Supported

Community Engagement Group — Aberdeen Prospers — CITY PARTNERSHIPS — Community Justice — Active Aberdeen Partnership

ABERDEEN CITY LOCAL OUTCOME IMPROVEMENT PLAN

CONTEST — OPPORTUNITY NORTH EAST — NESTRANS — REGIONAL PARTNERSHIPS — STRATEGIC DEVELOPMENT PLANNING AUTHORITY — GRAMPIAN LOCAL RESILIENCE PARTNERSHIP — DIGITAL PLACE BOARD
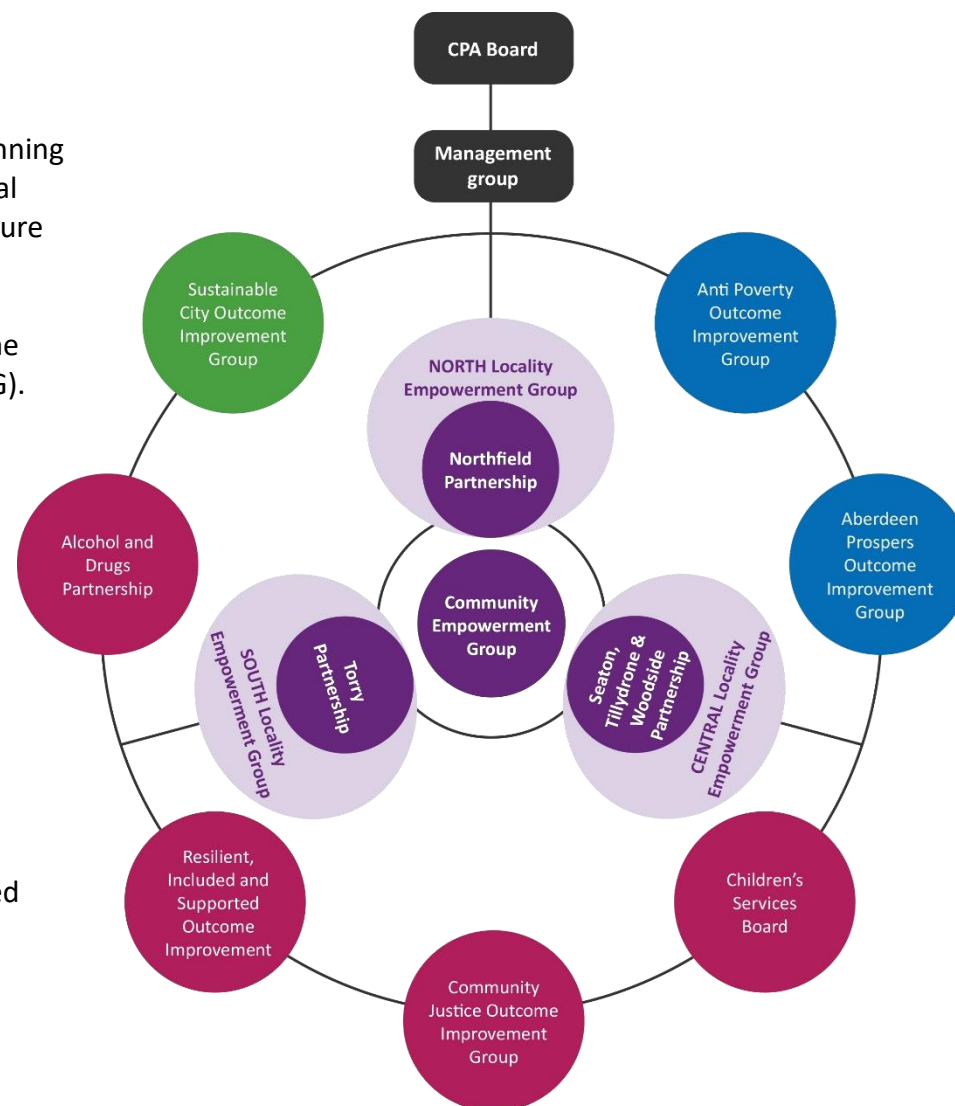
GOVERNANCE & ACCOUNTABILITY

Community Planning Aberdeen Accountability Structure

The CPA Board provides strategic leadership and direction for Community Planning across Aberdeen. It will scrutinise overall delivery of progress against this Local Outcome Improvement Plan (LOIP) and the underpinning Locality Plans to ensure improved outcomes across all areas of Aberdeen.

The CPA Management Group is accountable to the CPA Board and oversees the delivery of progress by our seven themed Outcome Improvement Groups (OIG). The Anti-Poverty Group is a new addition to the structure, ensuring that the Partnership takes action to alleviate the consequences of poverty in the short term as well as prevent future poverty through the work of all of the OIGs together.

The Outcome Improvement Groups facilitate effective joint working across Community Planning partners and with communities to ensure delivery of the LOIP and locality plans remain on track, and to advise the CPA Board of any additional action required to overcome barriers.

The Community Empowerment Group works with the Locality Empowerment Groups and Priority Neighbourhood Partnerships oversee the delivery of Locality Plans with communities to ensure equality of outcomes being achieved across the City.

CPA Board

Management group

Sustainable City Outcome Improvement Group

Anti Poverty Outcome Improvement Group

NORTH Locality Empowerment Group

Northfield Partnership

Aberdeen Prospers Outcome Improvement Group

Alcohol and Drugs Partnership

Community Empowerment Group

SOUTH Locality Empowerment Group

Torry Partnership

Seaton, Tillydrone & Woodside Partnership

CENTRAL Locality Empowerment Group

Resilient, Included and Supported Outcome Improvement

Children's Services Board

Community Justice Outcome Improvement Group

Improvement and Innovation

CPA will use Quality Improvement (QI) and the Model for Improvement framework for driving improvement activity across the Partnership. The provides us with a systematic approach to improvement which focuses on doing things better at the system level. It can be used for any area of business and is designed to break down change into manageable chunks. Each change idea is tested to make sure that actions taken are leading to improvement. Designed by the Institute of Health Improvement (IHI), this approach is used widely across Scotland as part of the 3 Step Improvement Framework for Scotland's Public Services.

In line with the methodology, initiation of every improvement project listed in this LOIP commence on approval of a project charter. The project charter sets out specifically what we are trying to achieve, by how much and by when. It includes the business case for undertaking the improvement project, drawing on national research to evidence how it supports prevention and early intervention to maximise the use of future resources. Using data is an essential component of the methodology and charters outline the range of process, output and outcome indicators which will be used to assess performance improvement.

To support staff to use the improvement methodology we have developed a comprehensive 'Innovate and Improve' programme to build capacity and capability in QI and the Model for Improvement across our Partnership and Communities. The programme is led by an Improvement Faculty consisting of members from across the Partnership who are committed to sharing their knowledge and expertise in Quality Improvement.
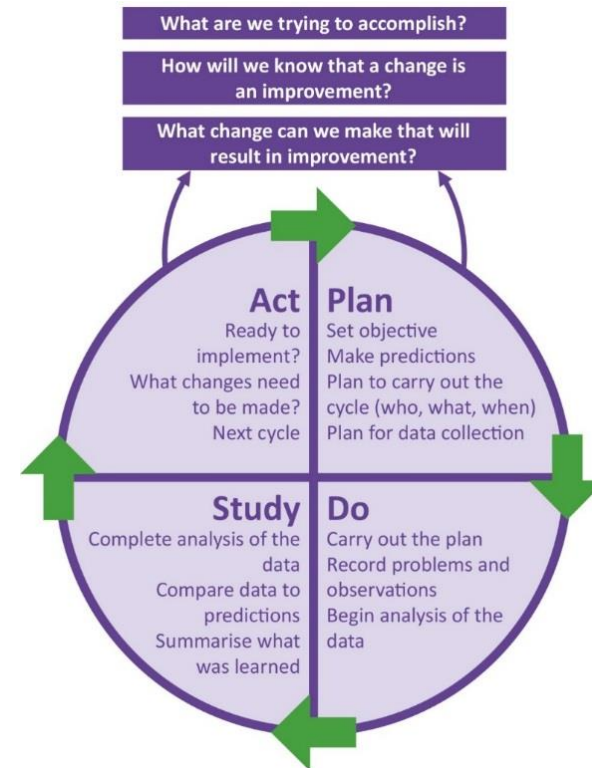
Evaluation and performance management

Ultimately, improving outcomes will be the test of our success. We have included a carefully chosen list of improvement measures and aims within this document. However, in some areas, for example the early years work, the results may take up to five years to demonstrate success in achieving longer term significant outcomes. It is therefore critical that we use evidence based self-evaluation to ensure we are measuring the impact and outcomes we are having in taking forward this plan. As part of our performance management arrangements we will produce an annual performance report detailing progress against this plan.

CHANGE LOG

This change log provides record of all approved changes made to the Local Outcome Improvement Plan following approval of the original document by the Community Planning Aberdeen Board on 22 August 2016. Significant changes to the LOIP require approval by the CPA Board prior to incorporating into the document. The latest versions of the LOIP is available online at https://communityplanningaberdeen.org.uk/aberdeen-city-local-outcome-improvement-plan-2016-26/.

Version	Changes	Page Number	Approved By	Date
1	Local Outcome Improvement Plan.	1-34 and 42-61	CPA Board	22 August 2016
2	People are resilient, included and supported when in need section added.	35-41	CPA Board	12 December 2016
	Updated governance and accountability structure following approval of the Final Report for the Review of CPA Infrastructure.	59	CPA Board	12 December 2016
3	Priority community justice drivers incorporated into People are resilient, included and supported when in need section.	35-41	CPA Board	24 April 2017
4	Amendments as proposed in 2016/17 Annual Outcome Improvement Report pages 81-82.	16-59	CPA Board	4 December 2017
5	Refresh of Local Outcome Improvement Plan 2016-26 following revised Population Needs Assessment 2018. The refresh introduces 15 new Stretch Outcomes which clearly quantify the scale of Partnership's ambition to address key issues. The refresh also includes the specific improvement project aims that Outcome Improvement Groups will be working towards in an effort to achieve our stretch outcomes. The Board was asked to approve these projects based on their confidence that these are the projects that will yield improved outcomes and scalable results.	1-55	CPA Board	26 February 2019
6	Removal of Improvement Project Aim 'Increase the number of 27-30 month reviews completed for eligible children by 5.2% by 2021' further to the decision of the CPA Board that this is a single system improvement project.	20	CPA Board	2 December 2019
	Improvement Project Aim 'Increase the number of people with autism who are supported to be in education, employment or training by 2021' amended to 'Increase the number of autistic people aged 16 to 25 who are supported into employment by 2021.'	38	CPA Board	2 December 2019
7	Improvement Project Aim 'Increase the number of Digital and ICT SVQ level 4 qualifications achieved by 10% by 2021.' amended to 'Increase the number of people within Aberdeen City qualified with ICT and Digital skills at SCQF Levels 7 and 8 by 10% by 2024.'	15	CPA Board	26 February 2020
	Improvement Project Aim 'Increase the number of distress brief intervention opportunities for people with mental health issues by 10% by 2021' amended to 'Increase the number of Distress Brief	38	CPA Board	26 February 2020

Version	Changes	Page Number	Approved By	Date
	Interventions opportunities for people presenting to frontline services in distress by 10% by 2021.'			
8	Removal of Improvement Project Aim "Increase in the MMR vaccine uptake for children at 24 months by 3.9% by 2020. "	19	CPA Board	16 September 2020
9	Refresh of Local Outcome Improvement Plan 2016-26 following revised Population Needs Assessment 2021. The refresh takes place within the context of the Covid-19 pandemic. Key changes include: an increased focus on poverty through new Stretch Outcome 1, new stretch outcome 15 to enhance the natural environment, contraction of improvement projects from 120 to 75 to sharpen focus and inclusion of lead partner, baseline data and target population.	1-49	CPA Board	7 July 2021
10	Improvement Project Aim 'Improve the overall impact of partnership wide community benefits by increasing the number of projects which involve community co-design activities from 0 to 5 by December 2023.' Amended to 'Increase the number of responsible businesses working with Community Planning Aberdeen through Community Benefits and CSR activity by 200% by 2023.'	15	CPA Board	15 September 2021
11	Removal of Improvement Project Aim "The number of children and young people with an eating disorder who are identified within 3 months of onset is increased by 50% by 2023."	20	CPA Board	15 February 2023
12	Replacement of Stretch Outcome 4-9 with Stretch outcome 4-9 as contained in the revised Children's Services Strategic Plan 2023-26 approved by the CPA Board on 19 April 2023	18-25	CPA Board	19 April 2023

ENDORSEMENTS

This document is endorsed by the following Community Planning Partners:

Community Planning
Aberdeen