

Improvement Programme 2021-2023

PROSPEROUS ECONOMY

Stretch Outcome 1: No one will suffer due to poverty by 2026

Aim	Lead Organisation/ Project Manager	Charter Approved	Community Ideas for Improvement we might test from the three Locality Plans		
			North	South	Central
Continuing Projects					
Increase the number of people using community pantries by 20% by 2023.	CFine, Sam Leys	Initial charter: CPA Board: Dec 2019 Revised Charter: Anti-Poverty OIG: Jan 2022	<ul style="list-style-type: none">• Ensure that services are more joined up and wrap around the whole family/person.• Increase volunteer involvement in community pantries.• Support families beyond crisis support, i.e. budgeting; cooking skills, etc.• Use community pantries as a way to break down barriers around poverty and stigma.• Learn from Best Start in Life pantry – opportunity to test in North.	<ul style="list-style-type: none">• Sustain and develop Torry Food pantry• Support the provision of mobile food pantries with a possibility to extend to other areas of the locality	<ul style="list-style-type: none">• Create sustainable food provision through use of community pantries• Delivery of ‘The Pantry’ with Cfine model• Lighthouse Foodbank
New Projects starting in 2021					
Reduce by 50% the number of homes with an EPC rating of F&G by 2023, leading to 100% by 2026.	ACC, Mel Booth	Initial charter: CPA Board: Nov 2021		<ul style="list-style-type: none">• Promote relevant grants to the householders	

Ensure 100% of people presenting as homeless have a full financial assessment and access to all appropriate benefits by 2023.	ACC, Angela Kazmierzak	Initial charter: CPA Board: Nov 2021			
Increase support for those who have been most disadvantaged through the pandemic by 2023.	GREC, Dave Black	Initial charter: CPA Board: Nov 2021	<ul style="list-style-type: none"> • Ensure that support is available for families that do not qualify for benefit assistance. • More support for people with disabilities – including better access; tackling discrimination/hate crime and better opportunities for disabled people to participate. • Increased support for individuals wellbeing beyond the pandemic. • Raise awareness of poverty across the locality to break down the barriers around poverty and stigma. • Share learning from pop-up TSB services at Danestone. • Promote Pathways employability programme. 	<ul style="list-style-type: none"> • Ensure the efforts of community groups and partners are co-ordinated and enabled at local level to avoid duplication and target those most in need. • Local sessions to support people losing their jobs (help to apply for benefits, job seeking, CV writing) PACE. • Support and signposting to find the right scheme for specific needs. • Develop and promote training kitchen in Torry community hub development to tackle food poverty and develop skills for employment. • Support community kitchen development with Bon Accord sheltered home complexes to increase social activity, tackle food poverty and develop skills and confidence. 	

New Projects starting in 2022

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.	Scarf, Lawrence Johnston	Initial charter: CPA Board: Feb 2022	<ul style="list-style-type: none"> • Raise awareness of support available, e.g. Scarf. • Encouraging volunteers to be trained to support local households with insulation advice. 	<ul style="list-style-type: none"> • Take forward opportunities to reduce fuel cost through actions such as expansion of combined heat and power provision and promotion of improved household insulation. • Raise awareness of support available, e.g. Scarf • Promote relevant grants to the householders. 	<ul style="list-style-type: none"> • Local advice and information provision on fuel poverty. • Low carbon affordable heating and insulation.
Increase the uptake of unclaimed benefits across Aberdeen City by 2023.	ACC, Angela Kazmierzak	Initial charter: CPA Board: Apr 2022	<ul style="list-style-type: none"> • Ensure that services are more joined up and wrap around the whole family/person. • Roll out benefits awareness/financial literacy training to community members; volunteers and staff to avoid people reaching out only at crisis point. • Support families who experience language barriers to navigate support and benefits available. • Need to explore bold approaches to tackling poverty, i.e. buying debt. • Support families in poverty who are on low income or on furlough to access appropriate support. 	<ul style="list-style-type: none"> • Develop plans to prepare people for end of Furlough (Sept) and uplift in Universal Credit. • Proactively seek opportunities for communities and partners to promote increased uptake of benefits • Roll out benefits awareness/financial literacy training to community members; volunteers and staff to avoid people reaching out only at crisis point. • Raise awareness of Crisis grants. Promote access to Financial Inclusion team to mitigate any delays 	<ul style="list-style-type: none"> • Develop plans to prepare people for end of Furlough (Sept) and uplift in Universal Credit, increase awareness of where people can access help to avoid delays. • Join up working between projects – food, benefits, confidence building pulled together to make the biggest difference for individuals.

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

Aim	Lead Organisation/ Project Manager	Charter Approval	Community Ideas for Improvement we might test from the three Locality Plans		
			North	South	Central
Continuing Projects					
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.	Scottish Enterprise, Martin Barry	Initial charter: CPA Board: Dec 2019 Revised Charter: Aberdeen Prosper's OIG: Oct 2021	<ul style="list-style-type: none">Encourage employers in the locality to sign up to the Real Living Wage.	<ul style="list-style-type: none">Encourage employers in the locality to sign up to the Real Living Wage	<ul style="list-style-type: none">Encourage employers in the locality to provide the living wage
New Projects Starting in 2021					
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.	Elevator, Roz Taylor / Kirstie McLaughlin	Initial charter: CPA Board: Nov 2021	<ul style="list-style-type: none">Explore opportunities to grow local social enterprises which contribute to building communities; local relationships and reducing isolation.	<ul style="list-style-type: none">Promote, encourage and support development of community owned enterprise – building resilience and creating jobs in the local areaRaise awareness of the potential to support the development of social enterprises, work with community to identify potential social enterprises and share good practice from elsewhereSupport for green jobs and small businesses. Early	<ul style="list-style-type: none">Create a community owned enterprise – to support development of myriad of veg plots/spaces in neglected spaces owned by community to promote mental health, combat isolation and food poverty.Utilise empty premises to encourage new business

				<p>awareness raising of green job career opportunities.</p> <ul style="list-style-type: none"> Investigate opportunities for job creation linked to developing leisure potential (cafes, restaurants) of harbour mouth at Torry and creating links to Beach area developments. 	
New Projects Starting in 2022					
Support 15 care experienced young people progress to employment through public sector funded employability programmes by 2023.	ACC, Angela Taylor	Initial charter: CPA Board: Feb 2022	<ul style="list-style-type: none"> Support and develop employment opportunities for young people opportunities by giving them placements and support on how to do interviews. 		
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.	ACC, Paul Tytler	Initial charter: CPA Board: Apr 2022	<ul style="list-style-type: none"> Develop locally designed services that reflect needs of the community. Promote information available on ABZ works. Develop volunteering pathways to lead into local employment. Promote job opportunities through new Northfield/Cummings Park nursery as well as childcare options to support local families. Encourage opportunities to reskill local people into new employment sectors 	<ul style="list-style-type: none"> Map and identify those most in need so there is effective targeting defined by LEG Support those most in need with free access through the e-bike scheme across Torry and Kincorth as well as wider locality Promote information available from ABZ works and 3rd sector partners <p>Develop volunteering pathways to lead into local employment.</p>	<ul style="list-style-type: none"> Increase opportunities to develop skills in locality and link to community enterprises Focus efforts of activity for people who may be a distance from employment e.g. people living with a learning disability. Lobby for employers and jobs in central locality e.g. 20 min neighbourhoods Speed dating/jobs fair for people from different sectors in different roles to enable people to find out more about what is available Utilise Tillydrone Community Campus to provide space for

			<ul style="list-style-type: none"> • Ensure linkage to low cost childcare options in the area. • Promote and offer employability workshops delivered by Farrans. • Promote kickstart programme as well as seek opportunities to support individuals beyond kickstart. 		<p>people to come in for a cup of tea and then make introductions to employability officer</p> <ul style="list-style-type: none"> • Delivery of after-school club, supporting parents in work (Locality Recovery Plan) • Third sector coming together to influence – targeted commissioning approach • Local ESOL (English as a second on other language) delivered in communities
--	--	--	--	--	---

Stretch Outcome 3: 500 Aberdeen City residents upskilled/ reskilled to enable them to move into, within and between economic opportunities as they arise by 2026.

Aim	Lead Organisation/ Project Manager	Charter Approval	Community Ideas for Improvement we might test from the three Locality Plans		
			North	South	Central
Continuing Projects					
Increase the number of responsible businesses working with Community Planning Aberdeen (CPA) through Community Benefits and CSR activity by 200% by 2023	ACC, Charlotte Saunders	Initial charter: CPA Board: July 2019 Revised Charter: Aberdeen Prospers OIG: Oct 2021	<ul style="list-style-type: none">• Strengthen relationships with local businesses as part of their Corporate Social Responsibility – e.g. Farrans – Haudagain. Build on projects such as STEM ambassadors at Northfield Academy.• Work with local oil companies in Bridge of Don/Dyce offering volunteering time.• Work with local academies to increase uptake of virtual work	<ul style="list-style-type: none">• Create opportunities for co-location of community use of space with those delivering public services.• Maximise range of activities catering for all with access to community facilities.• Support community groups to work with partners to understand community health and wellbeing using	<ul style="list-style-type: none">• Test community input with new Riverbank School to realise community benefits.

			experience scheme with Farrans.	<p>tools such as Place Standard.</p> <ul style="list-style-type: none"> Strengthen relationships with local businesses as part of their Corporate Social Responsibility and seek to maximise community benefits, including training and employment, from any developments around Torry. 	
Increase the number of people within Aberdeen City qualified with ICT and Digital skills at SCQF Levels 7 and above by 10% by 2023	Civic Forum, Bob Farthing	<p>Initial charter: CPA Board: Feb 2020</p> <p>Revised Charter: Aberdeen Prospers OIG: Dec 2021</p>			
Increase the number of Modern and Graduate Apprenticeships by 5% by 2022.	Nescol, Duncan Abernethy	<p>Initial charter: CPA Board: Feb 2021</p> <p>Revised Charter: Aberdeen Prospers OIG: Oct 2021</p>	<ul style="list-style-type: none"> Promote housing modern apprentice and graduate trainee schemes. Share positive stories from local young people and employers that have benefitted from apprenticeships. 		<ul style="list-style-type: none"> Promote traineeships for young people, making it easier for local employers to access and encourage employers to get involved by raising awareness and providing information to employers

<p>By December 2022, increase by 10% the number of people in Aberdeen who:</p> <ul style="list-style-type: none"> • Have digital access; and • Feel comfortable using digital tools. 	ACC, Emma Shanks	<p>Initial charter: CPA Board: Dec 2019</p> <p>Revised Charter: Aberdeen Prospers OIG: Nov 2021</p>	<ul style="list-style-type: none"> • Ensure that sheltered housing complexes have wifi to allow digital connection. • Increase support available for digital champions as part of Connecting Scotland programme. • Promote Connecting Scotland programme amongst new parents to connect to social support. • Promote places where people can access digital devices and support, e.g. community centres and libraries. Could people lend out a laptop? • Ensure Wifi is available in community centres and libraries so that people can take their own devices and access free data. • Promote digital inclusion course via Farrans and Shmu. • Improve wellbeing with a group of individuals at Dominies Court through digital support. 	<ul style="list-style-type: none"> • Increase opportunities for learning and support for people to embrace digital use. • Work with communities to increase support available through digital champions linked to Connecting Scotland programme and similar schemes Consider alternatives to go alongside digital resource 	<ul style="list-style-type: none"> • Improve digital access in community centres and sheltered housing through improved digital skills, access to internet and devices. • Silver Surfers training course for older people, to help people use the internet and smart phones • Utilise library computers, council digital resources, and universities providing access to digital. Establish a lending service to enable people have access to digital equipment • Improve accessibility to healthcare through improvements to e-consult/nearme system and consultation with patients • Improve internet coverage in George Street • Connecting Aberdeen – deliver digital connectivity and literacy work • Deliver digital champion training in communities.
New Projects Starting in 2022					
80% of young people will successfully complete their Modern Apprenticeship programme by 2022.	Nescol, Ian Runcie	Initial charter: CPA Board: Apr 2022	<ul style="list-style-type: none"> • Encourage young people into a range of local apprenticeship opportunities, i.e. Police Scotland; Housing; Bon Accord Care etc. 	<ul style="list-style-type: none"> • Encourage, identify and promote apprenticeships working with partners and LEGs e.g. SSE programme 	

			<ul style="list-style-type: none">• Build on test with Hazlehead Academy and Mastrick Community Centre offering young people progression to employment within childcare sector.• Promote apprenticeship opportunities at Auchmill Golf Course.• Foundation apprenticeships offered by Shmu	<ul style="list-style-type: none">• Raise awareness of career opportunities in green jobs among young people• Increase and encourage SVQ opportunities	
--	--	--	--	---	--

PROSPEROUS PEOPLE (CHILDREN & YOUNG PEOPLE)

Stretch Outcome 4: 95% of children (0-5 years) will reach their expected developmental milestones by the time of their child health reviews by 2026.

Aim	Lead Organisation/ Project Manager	Charter Approval	Community Ideas for Improvement we might test from the three Locality Plans		
			North	South	Central
Continuing Projects					
Reduce the number of repeat emergency hospital admissions for unintentional injury to children under 5 years by 5% by 2023	ACHSCP, Rachel Thomson	Initial charter: CPA Board: Sept 2020 Revised Charter: Children’s Services Board: Oct 2021			
Reduce the number of births affected by drugs by 0.6% by 2022.	ACHSCP, Simon Rayner	Initial charter: CPA Board: Sept 2019 Revised Charter: Children’s Services Board: Mar 2022			

New Projects Starting in 2022					
Increase uptake of parenting and family support by 10% by 2022.	ACHSCP, Nicola Dickie	Initial charter: CPA Board: Feb 2022		<ul style="list-style-type: none"> Supporting the development of Fit-like hubs and family (learning) support in schools. 	<ul style="list-style-type: none"> Test approaches through Creating the Conditions (MDT) work in Tillydrone. Test approaches through Fit Like Hub.
Reduce the number of children starting P1 with an identified speech delay by 5% by 2023.	ACHSCP, Nicola Anderson	Initial charter: CPA Board: Feb 2022			

Stretch Outcome 5: 90% of Children and young people will report that their experiences of mental health and wellbeing have been listened to by 2026. This is reflected in interactions, activities, supports and services.

Aim	Lead Organisation/ Project Manager	Charter Approval	Community Ideas for Improvement we might test from the three Locality Plans		
			North	South	Central
New Projects Starting in 2021					
Increase to 80%, the number of staff who feel confident about how to directly support, or refer a child for support, and signpost to appropriate services by 2022.	ACC, Lisa Williams	Initial charter: CPA Board: Nov 2021	<ul style="list-style-type: none">• Training for staff in understanding ASD and how to support families.• Training to support anxiety in young people.• Identify who would benefit from training locally and advertise widely, i.e. uniformed organisations, community centres, volunteers, youth clubs, etc.	<ul style="list-style-type: none">• Promote and embed MEOC /Teachback with staff and services supporting children and families.	<ul style="list-style-type: none">• Ensure staff are aware at a local level of services available to support young people’s mental wellbeing.• Explore counselling in communities.• Raise awareness of counselling support from 3rd sector.• Increase awareness/confidence in professionals signposting people – MEOC approach.

			<ul style="list-style-type: none"> • Ensure information is readily available to support parents. • Provide support to ensure that people understand the process for referral and who to contact. • Youth hub to support young people to develop life skills and confidence in their ability and deal with any issues affecting their wellbeing. • Share practice amongst organisations about being a Trauma-Informa workplace. • Promote MindU mental health recovery support programme aimed at ages 12-25. 		
Increase by 80% the use of digital wellbeing resources for children and young people's mental health and wellbeing by 2022.	NHSG, Tracy Davis	Initial charter: CPA Board: Nov 2021	<ul style="list-style-type: none"> • Promote and increase a range of online wellbeing sessions for children and young people. • Use community media platforms as a way for young people to share their views on mental health and wellbeing. 		<ul style="list-style-type: none"> • Increase in awareness of digital resources to support mental wellbeing.
Increase by 40% the use of the wellbeing scenario on the Mind of my Own app by care experienced children and young people by 2022.	ACC, Alison McAlpine	Initial charter: CPA Board: Apr 2022			

New Projects Starting in 2021					
100% of schools offer sustainable and equitable access to counselling for those children aged 10 and above who require it by 2022.	ACC, Gael Simpson	Initial charter: CPA Board: Feb 2022			
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.	NHSG, Natalie O'Young	Initial charter: CPA Board: Apr 2022			
100% of children and young people have free access to physical activity which improves mental health and wellbeing by 2022.	ACC, Gael Simpson	Initial charter: CPA Board: Feb 2022	<ul style="list-style-type: none"> • Encourage outdoor play using green spaces across the locality. Promote local community groups and activities run by Play Forum and rangers. • Use reach of community planning partners to promote and market local organisations. 	<ul style="list-style-type: none"> • Identify volunteers to support Active Schools programme for all young people. • Increase access to coaching courses for community volunteers (including working with children and young people with additional needs). • Encourage outdoor play using green spaces across the locality. • Support the three 'south of the river communities to work with partners to create opportunities for young people in the Lochside catchment 	<ul style="list-style-type: none"> • Raise awareness of benefit of green space and potential to work with young people to improve mental health. • Explore option of access to activities for young people at reduced cost through holiday periods to promote physical activity and support mental wellbeing. • Delivery of early years provision in Woodside.

Stretch Outcome 6: As corporate parents we will ensure 95% of care experienced children and young people will have the same levels of attainment in education, health and emotional wellbeing, and positive destinations as their peers by 2026.

Aim	Lead Organisation/ Project Manager	Charter Approval	Community Ideas for Improvement we might test from the three Locality Plans		
			North	South	Central
Continuing Projects					
Increase the number of care experienced young people accessing a positive and sustained destination by 25% by 2022	ACC, Larissa Gordon	Initial charter: CPA Board: July 2019 Revised Charter: Children’s Services Board: Oct 2021		<ul style="list-style-type: none">Review engagement activities to support children with positive destination.	
Increase to 43% by 2023 the proportion of children and young people who are supported to live in kinship care or are looked after at home by 2023 and Increase by 20% the number of children and young people remaining in a placement looked after at home/kinship between 16-18 years old by 2023.	ACC, Tam Walker/ Angela Maitland/Susanne Somerville	Initial charter: CPA Board: July 2019 Revised Charter: Children’s Services Board: Dec 2021			
New Projects Starting in 2022					
Increase the number of care experienced young people by 10% receiving multiagency	ACC, Isabel McDonnell	Initial charter: CPA Board: Apr 2022			

throughcare/aftercare support by 2023.					
--	--	--	--	--	--

Stretch Outcome 7: 95% of children living in our priority neighbourhoods will sustain a positive destination upon leaving school by 2026.

Aim	Lead Organisation/ Project Manager	Charter Approval	Alignment with Locality Plans		
			North	South	Central
Continuing Projects					
Increase the number of accredited courses directly associated with growth areas by 7% by 2023.	ACC, Mark Jones	Initial charter: CPA Board: July 2020 Revised Charter: Children’s Services Board: Oct 2021		<ul style="list-style-type: none">• Identify and match workplace apprenticeships with accredited courses.• Identify demand for short term skills course.• Raise awareness and support people during transition to new employment opportunities.	
New Projects Starting in 2021					
Increase the number of vulnerable learners entering a positive and sustained destination by 7% by 2023.	Aberdeen Foyer, Leona McDermid	Initial charter: CPA Board: Nov 2021	<ul style="list-style-type: none">• Map what is already going on to support vulnerable learners into positive and sustained destinations, e.g. Northfield Academy cycle maintenance, Training Academy (Shmu).• Build on Mens shed model – develop an approach which is suitable for young people and linked to a local school.• Build on learning from projects such as AMPED which	<ul style="list-style-type: none">• Pilot programme with vulnerable young people at Camphill.• Identify and develop actions to address the mental wellbeing (and practical) needs of those young people whose transition from school has been adversely affected by the pandemic.	

			is based around trail bike maintenance. <ul style="list-style-type: none"> • Build on test with Hazlehead Academy and Mastrick Community Centre offering young people progression to employment within childcare sector. 		
--	--	--	---	--	--

New Projects Starting in 2022

Increase the number of young people who leave school with a minimum of SVQ 3 in literacy and numeracy and 4 other qualifications to 93% 2023.	ACC, Caroline Johnstone	Initial charter: CPA Board: Apr 2022			
---	-------------------------	--------------------------------------	--	--	--

Stretch Outcome 8: Child friendly city where all decisions which impact on children and young people are informed by them by 2026.

Aim	Lead Organisation/ Project Manager	Charter Approval	Community Ideas for Improvement we might test from the three Locality Plans		
			North	South	Central
Continuing Projects					
Achieve UNICEF badges in: -Leadership -Culture -Communication -Place -Child Friendly Services -Participating	ACC, Matt Reid	N/A – reporting on the child friendly city programme is ongoing		<ul style="list-style-type: none">• Work together with the community and partners to deliver actions at local level which contribute to achieving the badges.• Support organisations in Torry to embrace child friendly practices (possible Test of Change).	

New Projects Starting in 2021					
Increase by 50% the number of communications which are accessible to children and young people by 2023.	NHSG, Tracy Davis	Initial charter: CPA Board: Nov 2021			Engage with young people via their platforms and encourage participation e.g. through LEGs, PNPs.
Increase to 100% of staff working directly and indirectly with children who have received child friendly city training by 2023.	ACC, Jade Leyden	Initial charter: CPA Board: Nov 2021			
By 2023 increase to 100% the number of multiagency governance arrangements which impact on children on young people that include their participation and engagement.	Police Scotland, Murray Main	Initial charter: CPA Board: Apr 2022			

Stretch Outcome 9: 30% fewer young people (under 18) charged with an offence by 2026.					
Aim	Lead Organisation/ Project Manager	Charter Approval	Community Ideas for Improvement we might test from the three Locality Plans		
			North	South	Central
Continuing Projects					
Reduce by 10% both the number of offences of sexual or criminal exploitation and the number of 'digital' offences by Young People (Under 18) by 2022.	Police Scotland, Ian McKinnon/ Graeme Moir	Initial charter: CPA Board: Dec 2020 Revised Charter: Children’s Services Board: Oct 2021			

Increase by 10% the number of young people (16-17 year olds) who are jointly reported to SCRA and COPFS who are offered robust alternatives to entering the statutory system by 2022.	SCRA, Roma Bruce-Davies	Initial charter: CPA Board: Dec 2020 Revised Charter: Children's Services Board: Oct 2021			
Increase number of young people who need support in relation to trauma and bereavement having access to such support by 50% by 2023.	ACC, Jo Aitken	Initial charter: CPA Board: Dec 2020 Revised Charter: Children's Services Board: Dec 2021	<ul style="list-style-type: none"> Roll out evidence-based resilience training to community members; staff and volunteers across the locality. 		
Reduce instances of public space youth anti-social behaviour as a result of appropriate and effective interventions in targeted areas by 10% by 2022.	Police Scotland, Adam Mellis	Initial charter: CPA Board: Sept 2019 Revised Charter: Children's Services Board: Oct 2021	<ul style="list-style-type: none"> Increase priority family interventions. Develop diversionary activities which lead to job skills development. Build a network of volunteers trained by youth work team. 	<ul style="list-style-type: none"> Work together with the community and partners, including Police Scotland, ACC/HSCP and 3rd sector partners to increase and promote diversionary activities for young people. 	<ul style="list-style-type: none"> Increase youth provision and develop youth charter.
New Projects Starting in 2022					
Increase by 50% the number of 10 to 16 year olds in target areas of the city who access youth community activity by 2023.	ACC, Craig Singer	Initial charter: CPA Board: Feb 2022	<ul style="list-style-type: none"> Develop a process where police can signpost young people to other activities in the community as opposed to criminalising? e.g Streetsports; project at Tesco's Lang Stracht. Increase activities available for young people across the locality. Develop skate park/BMX track in Dyce 	<ul style="list-style-type: none"> Progress proposal for pump track in Torry. Increase activities for young people across the Locality by working together to create new opportunities. Identify facilities and places for sustainable activities for young people. 	<ul style="list-style-type: none"> Ensure awareness and sufficient provision across locality. Liaise with staff at Aberdeen University in the form of guidance and support following return of students. Deliver support for local businesses impacted by shoplifting.

			<ul style="list-style-type: none"> Co-produce a range of activities available for young people across the locality. Young people to be actively involved in the development. Build on learning from projects such as AMPED which is based around trail bike maintenance. Development of outdoor forest programme. 		<ul style="list-style-type: none"> Home Fire Safety Visits to all communities. Operational intelligence audits on all High-Rise buildings.
Reduce by 5% the number of 16/17 year olds with higher support needs offending by 2022.	ACC, Julia Milne	Initial charter: CPA Board: Feb 2022			

PROSPEROUS PEOPLE (VULNERABLE ADULTS)

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

Aim	Lead Organisation/ Project Manager	Charter Approval	Community Ideas for Improvement we might test from the three Locality Plans		
			North	South	Central
Continuing Projects					
Increase by 10% those individuals, aged 21+ and not subject to statutory throughcare arrangements, who access support services	SPS, Mike Hebden	Initial charter: CPA Board: Feb 2020 Revised Charter: Community Justice Group: Aug 2021			

upon release from HMP Grampian by 2022.					
Reduce the number of wilful fires by 10% by 2022	SFRS, Andrew Dick	Initial charter: CPA Board: Apr 2021 Revised Charter: Community Justice Group: Aug 2021			
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.	SDS, Nicola Graham	Initial charter: CPA Board: July 2019 Revised Charter: Community Justice Group: Oct 2021	<ul style="list-style-type: none"> • Build on learning from Community Payback Order project in Aberdeenshire and test in North. • Auchmill golf course to offer local apprenticeships. 		
100% increase in hate crimes reported to police by 2023.	ACC, Sheona Bell	Initial charter: CPA Board: Feb 2021 Revised Charter: Community Justice Group: Dec 2021			<ul style="list-style-type: none"> • Working with Police Scotland and other partners on educating perpetrators of hate crimes. • Partners to host police surgeries – to enable people to discuss matters important to them.
Decrease the number of incidents of domestic abuse reported to the Police by 15% by 2023.	ACC, Lucy McNicol/Isabel McDonnell	Initial charter: CPA Board: Dec 2020	<ul style="list-style-type: none"> • Increase support for families where English is not the first language to protect children and to ensure that families 		

		Revised Charter: Community Justice Group: Oct 2021	can access appropriate support. • Northfield ASG project – Promotion of new domestic abuse policy and signposting information.		
New Projects Starting in 2021					
Increase by 15% victims of domestic abuse receiving support by 2022.	ACC, Lucy McNicol/Isabel McDonnell	Initial charter: CPA Board: Nov 2021			• Pilot scheme in Tillydrone to refer people experiencing domestic abuse for support to be replicated in Seaton.
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.	ACHSCP, John Donaghey	Initial charter: CPA Board: Nov 2021			
Reduce the number of drug related deaths occurring within 6 months of liberation from custody from 10 to zero by 2023.	ACHSCP, Simon Rayner	Initial charter: CPA Board: Apr 2022			

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

Aim	Lead Organisation/ Project Manager	Charter Approval	Community Ideas for Improvement we might test from the three Locality Plans		
			North	South	Central
Continuing Projects					
Reduce the rolling 3-year average number of suicides in Aberdeen to below 26 (2019) by 2023.	Police Scotland, Darren Bruce	Initial charter: CPA Board: July 2020 Revised Charter: Resilient, Included & Supported: Sept 2021	<ul style="list-style-type: none">Develop buddy scheme to support people out of lockdown.Roll out of suicide prevention training/promote suicide prevention app.	<ul style="list-style-type: none">Support the development of schemes such as Men’s Shed and Befriending programmes to address social isolation.Ensure people in the community know how to identify people who are most vulnerable and can sign-post them to appropriate resources.Roll out suicide prevention training /app	<ul style="list-style-type: none">Develop an on-line space to access free classes e.g. counselling and mentoring. Trained local volunteers enabling people who have perhaps been furloughed to provide support.Promote United Against Suicide.Develop and deliver activities to support people’s mental health through creating opportunities to bring people together (not badged as mental health) whether it be knitting groups, exercise class etc.Raise awareness and talk openly about mental health and make sure everyone knows they are safe to talk about mental health.
Increase opportunities for people to increase their contribution to	ACC, Neil Carnegie	Initial charter: CPA Board: Feb 2020	<ul style="list-style-type: none">Explore different ways to develop intergenerational working post-lockdown.		<ul style="list-style-type: none">Capitalise on civic responsibility and increase in volunteering through making it

communities (volunteering) by 10% by 2023.		Revised Charter: Resilient, Included & Supported: Dec 2021	<ul style="list-style-type: none"> • Encourage people to continue to volunteering beyond pandemic. • Explore how community assets can be used as community resources, e.g. churches; care homes, etc. • Involve more young people in volunteering leading to career opportunities, e.g. Bon Accord Care; Police Scotland. Opportunity to build connections with local schools. • Promote Saltire Awards with young people. • Provide incentives to business and organisations to provide volunteering or internships. • Develop a similar model to men's shed for women or young people. • Identify time-banking opportunities in conjunction with Farrans. • Encourage volunteers to get involved in Friends of Heathryfold Park/Auchmill Community Woodland Group. 		<p>easier for people to get involved.</p> <ul style="list-style-type: none"> • Support community capacity building through community councils and community groups
--	--	---	--	--	---

<u>Support 100 people to feel confident to promote wellbeing and good health choices by 2023</u>	ACHSCP, Chris Smillie	Initial charter: CPA Board: Sept 2020 Revised Charter: Resilient, Included & Supported: Oct 2021	<ul style="list-style-type: none"> • Have local noticeboards (near parks) with information about what's available in the local area. • Use local Facebook pages (e.g., community councils) to get key messages out to the local community. • Test approach with Bon Accord Care signposting individuals to local community opportunities through Ipad. 	<ul style="list-style-type: none"> • Promote respective community Facebook pages with health and wellbeing projects. • Identify what and where fitness zones are for people to be confident to promote wellbeing. • Greater encouragement and promotion of physical activity to promote wellbeing to support delivery of other priorities. 	<ul style="list-style-type: none"> • Identify members of Central LEG confident to promote wellbeing and good health choices.
<u>Reduce tobacco smoking by 5% overall by 2023</u>	ACC, Craig Singer	Initial charter: CPA Board: Feb 2020 Revised Charter: Resilient, Included & Supported: Dec 2021	<ul style="list-style-type: none"> • Create a smoke-free generation where young people smoking, vaping, or using e-cigarettes is not culturally acceptable. 		<ul style="list-style-type: none"> • Test use of on-line tobacco training to raise issue of second hand smoke and smoking in pregnancy with parents. • Test use of smoking cessation app.
New Projects Starting in 2021					
<u>Increase the number of unpaid carers feeling supported by 10% by 2023.</u>	ACHSCP, Alison McLeod	Initial charter: CPA Board: Nov 2021	<ul style="list-style-type: none"> • Increase the number of informal opportunities for unpaid carers across the locality. • Co-design local unpaid carers resources and support. • Explore opportunities to support unpaid carers with their wellbeing post lockdown. 	<ul style="list-style-type: none"> • Identify early intervention and prevention support for unpaid carers in the community with a view to addressing gaps and support. 	

			<ul style="list-style-type: none"> • Increase support for dementia sufferers and their carers. 		
Reduce youth homelessness by 6% by 2023.	ACC, Graeme Gardner	Initial charter: CPA Board: Nov 2021			
New Projects Starting in 2022					
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.	NHSG, Tracy Davis	Initial charter: CPA Board: Feb 2022	<ul style="list-style-type: none"> • Support breastfeeding peer supporter locally. • Promote Best Start/Healthy Start vitamins. • Improve access to fresh food locally. • Support families to cook and prepare food from scratch on a budget. • Establish outdoor gym equipment for adults to encourage physical activity, improved wellbeing and to bring the community together (connection to Men's Shed with repairs). • Ensure playparks are accessible for all. • Adapt exercise cards developed for people in sheltered housing to be used for families to ensure that finance is not a barrier to being active. 	<ul style="list-style-type: none"> • Develop project focussed on changing attitudes to sugar and food choices • Promote Best Start/Healthy Start vitamins. 	<ul style="list-style-type: none"> • Deliver weight management support to test online resources, with Connecting Aberdeen in Tillydrone. • Improve exclusive breastfeeding in Tillydrone. • Encourage independent vendors to set up healthy option takeaways near schools and gyms. • Delivery of new Cruyff Court. • Deliver outdoor learning.

			<ul style="list-style-type: none"> • Ensure playparks are accessible for all. • Improve safety in parks e.g. lightening. • Influence local shops to provide affordable healthy produce. 		
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.	NHSG, Lucy MacLeod	Initial charter: CPA Board: Apr 2022	<ul style="list-style-type: none"> • More health and social care services to be available within community centres. • Expand sites providing specialist support activities for long-term conditions. • Promote referral to online and face to face condition specific classes at Sheddocksley, Jesmond, Alex Collie and the Beacon Sports Centres. • Build a network of volunteers to deliver strength and balance classes – both indoor and outdoor across the locality. • Physical activity exercise cards at Fairley Den and Len Ironside Centre. 		<ul style="list-style-type: none"> • Lived experience embedded in pathways, to enable people to be directed to a support group when they have a diagnosis. • Increase signposting for people with health conditions to participate in physical activity

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

Aim	Lead Organisation/ Project Manager	Charter Approval	Community Ideas for Improvement we might test from the three Locality Plans		
			North	South	Central
Continuing Projects					
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.	ACC, Steve McConnachie	Initial charter: CPA Board: Sept 2019 Revised Charter: ADP: Jan 2022			
Reduce the incidence of fatal drug overdose through innovative developments and by increasing the distribution of naloxone by 10% year on year by 2022.	ACHSCP, Simon Rayner	Initial charter: CPA Board: Sept 2019 Revised Charter: ADP: Sept 2021		<ul style="list-style-type: none">Continue development of a multi-agency project, led by Police Scotland, to improve access to naloxone by recruiting and training family and friends of heroin users to administer naloxone when a user overdoses to reduce the number of deaths.	
Increase opportunities for individuals who have been at risk of Blood Borne Viruses, being tested and	NHSG, John Mooney	Initial charter: CPA Board: Feb 2020 Revised Charter: ADP: Feb 2022			<ul style="list-style-type: none">Increase awareness and opportunities for testing (link to Fast Track Cities)

accessing treatment by 2023.					
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.	ACC, Lucy Simpson	Initial charter: CPA Board: Feb 2020 Revised Charter: ADP: Feb 2022	<ul style="list-style-type: none"> Promote more non-alcoholic products and alcohol-free social options. 		
Increase the number of alcohol brief interventions delivered by Primary Care providers and other professionals to above levels achieved in 17/18 by 2023	NHSG, John Mooney	Initial charter: CPA Board: Dec 2019 Revised Charter: ADP: Feb 2022			
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.	ADA, Fraser Hoggan	Initial charter: CPA Board: Dec 2020 Revised Charter: ADP: Feb 2022	<ul style="list-style-type: none"> Restart outreach services (Northfield/Mastrick) paused by pandemic. Work with those with lived experience to share positive messages about their journeys, including how local services have played a role in their recovery – leading to a greater awareness of alcohol services locally. 		<ul style="list-style-type: none"> Create opportunities for people with lived experience to have their voice heard.

Increase uptake of drug treatment and specifically within Locality Areas by 10% each year by 2023.	ADA, Simon Pringle	Initial charter: CPA Board: Feb 2020 Revised Charter: ADP: Feb 2022	<ul style="list-style-type: none"> Substance misuse Youth Worker to work with individuals and families. 		<ul style="list-style-type: none"> Increase awareness and improve access to support.
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.	ACC, TBC (Vacant Post)	Initial charter: CPA Board: Feb 2019 Revised Charter: ADP: TBC 2022			
New Projects Starting in 2022					
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.	ACHSCP, Simon Rayner	Initial charter: CPA Board: Apr 2022	<ul style="list-style-type: none"> Support recovery through physical activity, music, film and other creative experiences. Support recovery through peer support and developing media skills. 		<ul style="list-style-type: none"> Investigate idea of Recovery Olympics for those with lived experience.

PROSPEROUS PLACE

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

Aim	Lead Organisation/ Project Manager	Charter Approval	Community Ideas for Improvement we might test from the three Locality Plans		
			North	South	Central
Continuing Projects					
Reduce public sector carbon emissions by at least 7% by 2023.	ACC, Alison Leslie	Initial charter: CPA Board: Dec 2020 Revised Charter: Sustainable City: Sept 2021			
Reduce the generation of waste in Aberdeen by 8% by 2023.	ACC, Kris Hultman/Pam Walker	Initial charter: CPA Board: Feb 2021 Revised Charter: Sustainable City: Sept 2021			<ul style="list-style-type: none">• Increase awareness and prevalence of recycling options and secure recycling and litter bins.• Reduce flytipping.
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.	SFRS, Richard Finlay/ACC, Fiona Mann	Initial charter: CPA Board: July 2019 Revised Charter: Sustainable City: Sept 2021	<ul style="list-style-type: none">• Build on learning from pandemic - continue to develop community connections—build on community spirit. Has to be local and led by local people.• Continue to develop the Heathryfold flood alleviation scheme.		<ul style="list-style-type: none">• Develop flood and community resilience plans.

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

Aim	Lead Organisation/ Project Manager	Charter Approval	Community Ideas for Improvement we might test from the three Locality Plans		
			North	South	Central
Continuing Projects					
Increase % of people who walk as one mode of travel by 10% by 2023.	Nestrans, Kelly Wiltshire	Initial charter: CPA Board: Sept 2020 Revised Charter: Sustainable City: Sept 2021	<ul style="list-style-type: none">• Build on learning during lockdown – encourage more “walk and talks” encouraging others from across the locality to adopt a similar approach.• Encourage more buggy walks and similar approaches across generations.• Promote facilities on walking routes, i.e. accessible for wheelchairs; toilets on route, etc in local area.• Promote and upgrade local paths, e.g. Northfield to Bucksburn.• Work together to promote all the walking/jogging groups in the local area.• Promote new walking routes around Haudagain development.• Promote local walks in community magazines.		<ul style="list-style-type: none">• Increase prevalence of benches to enable people to sit outside and rest whilst walking.• Raise awareness of various walking groups and connect people into them.• Encourage pedestrian first policy.• Street Design – delivery of improved safety at the underpass.

			<ul style="list-style-type: none"> • Development of Heathryfold woodland area. • Offer Paths for all training to build on network of Health Walks. • Work together to promote all the walking/jogging groups in the local area. (Health Walks/Over 50s network). • Develop a 'Park Walk' for those not keen on the Park Run. 		
Increase % of people who cycle as one mode of travel by 2% by 2023.	Nestrans, Kelly Wiltshire	<p>Initial charter: CPA Board: Feb 2020</p> <p>Revised Charter: Sustainable City: Oct 2021</p>	<ul style="list-style-type: none"> • Build on interest in cycling during lockdown – cycle classes; bike storage; adaptable bikes. • Promote and upgrade local path network, e.g. Whitestripes Avenue. • Promote Aberdeen bike hire scheme once in place. • Ensure community involvement in Kingswells to Westhill development. • Promote new cycling routes around Haudagain development. 	<ul style="list-style-type: none"> • Build on interest in cycling during lockdown – cycle classes; bike storage; adaptable bikes. • Promote and upgrade local path networks • Promote Aberdeen bike hire scheme once in place. 	<ul style="list-style-type: none"> • Improve and maintain core paths and ensure they are appropriately signposted. • Increase number of safe cycle lanes across locality. • Investigate possibility of alternative means of travel.

Stretch Outcome 15: Addressing the nature crisis by protecting/ managing 26% of Aberdeen's area for nature by 2026.

Aim	Lead Organisation/ Project Manager	Charter Approval	Community Ideas for Improvement we might test from the three Locality Plans		
			North	South	Central
Continuing Projects					
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.	ACC, Steven Shaw	Initial charter: CPA Board: Dec 2020 Revised Charter: Sustainable City: Sept 2021	<ul style="list-style-type: none">• Share learning across Aberdeen of similar initiatives, e.g. Bonnymuir Community Garden.• Identify unused pieces of land to develop food growing/community green space.• Potential connections to be made between the land at Granitehill with the community hub; Sheddocksley, Middlefield triangle and Cummings Park garden.	<ul style="list-style-type: none">• Strengthen the capacity of communities to develop community food growing and community garden initiatives.• Develop opportunities for established community groups to support those starting off.• Provide the tools and resources for community members to look after public spaces.• Seek opportunities to promote and encourage use of the natural environment around our communities.	<ul style="list-style-type: none">• Utilise greenspaces – positive impact on mental health including Countryside rangers, Branching Out and community gardens. Replicate developments like Errol Place.• Raise awareness of what exists, good maintenance of play parks and green spaces, lighting of green spaces to encourage people to feel safe while exercising.• Consider establishing another Park Run for locality (one already at beach)• Create a map of green spaces, outdoor gyms etc so that people can find and use green spaces.• Increase use of CCTV to help provide reassurance for those using green spaces.• Use example of community of skaters at Westburn park to encourage people to come out and make park feel safer.• Develop Uptown baths.• Develop green and growing spaces.

Increase community food growing in schools, communities and workplaces by 12 2023.	ACC, Steven Shaw	<p>Initial charter: CPA Board: July 2019</p> <p>Revised Charter: Sustainable City: Oct 2021</p>	<ul style="list-style-type: none"> • Promote train the trainer for food growing within communities. • Share learning from other food growing projects across the locality, i.e. One Seed Forward, Dyce community Garden & Orchard run by Dyce Gardening Club. • Share how people can apply to the council for the establishment of allotments. Make growing spaces easier and more accessible for the community. • Grow vegetables at community gardens and sell at local schools. • Work with young people at Northfield Academy to develop community growing space/creative area. • Share how people can apply to the council for the establishment of allotments. Make growing spaces easier and more accessible for the community. • Develop lifelong habits by encouraging young 	<ul style="list-style-type: none"> • Refresh and support engagement with food growing initiatives in sheltered housing complexes working with Bon Accord Care. • Identify and establish space for allotments and other community food growing spaces (to support/targeting mental health activities). • Encourage the use of social prescribing to green spaces. • Develop a range of vegetable plots/growing spaces in neglected spaces owned by community or public bodies to promote mental health, combat isolation and food poverty. 	<ul style="list-style-type: none"> • Create sustainable access to fresh food e.g. community fridges. • Joined up approach to provision of hot meals in City. • Realising potential of community kitchens to increase social activity and tackle food poverty and create employment.
--	------------------	---	--	---	--

			<p>people to get involved in outdoor nurseries.</p> <ul style="list-style-type: none"> • Define and clarify process for individuals/organisations - requesting a piece of land – Aberdeen City Council to share with communities. 		
New Projects Starting in 2022					
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).	ACC, Steven Shaw	Initial charter: CPA Board: Feb 2022		<ul style="list-style-type: none"> • Set up footpath groups and publish maps of the routes on community website / Facebook page. • Develop (family) learning projects which encourage people to enjoy and appreciate the nature around them. 	