



Community Planning Aberdeen Board

Meeting on **TUESDAY, 30 NOVEMBER 2021 at 2.00 pm**

The Members of the **COMMUNITY PLANNING ABERDEEN BOARD** are requested to meet in Council Chamber - Town House on **TUESDAY, 30 NOVEMBER 2021 at 2.00 p.m.** This is a hybrid meeting and Members may also attend remotely.

B U S I N E S S

BUSINESS

APOLOGIES

DECLARATIONS OF INTEREST

MINUTES AND FORWARD PLANNER

- 1.1 Minute of Previous Meeting of 15 September 2021 (Pages 3 - 10)
- 1.2 Minute of Meeting of the CPA Management Group of 27 October 2021 - for information (Pages 11 - 26)
- 1.3 CPA Board Forward Planner (Pages 27 - 30)
- 1.4 National Update - Scottish Government

STRATEGIC BUSINESS

- 2.1 North East Scotland College Strategic Plan 2021-2023 (Pages 31 - 34)

CPA IMPROVEMENT PROGRAMME

- 3.1 CPA Improvement Programme Quarterly Update and Appendices (Pages 35 - 140)

GENERAL BUSINESS

- 4.1 Child Poverty Action Report (Pages 141 - 176)
- 4.2 Community Learning and Development Plan 2021-2024 (Pages 177 - 224)
- 4.3 Summary Refreshed Local Outcome Improvement Plan 2016-26 (Pages 225 - 236)

FOR INFORMATION

- 5.1 Date of Next Meeting - 23 February 2022

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

COMMUNITY PLANNING ABERDEEN BOARD
15 September 2021
Hybrid meeting

Present:- Councillor Laing (Chair)
 Gale Beattie (Aberdeen City Council)
 Duncan Cockburn (RGU)
 Jillian Evans (Public Health, NHS Grampian) (as a substitute for Susan Webb)
 Councillor Greig
 Luan Grugeon (Integration Joint Board Chair)
 Karl Leydeker (University of Aberdeen)
 Gordon MacDougall (Skills Development Scotland)
 Richard McCallum (Scottish Government)
 Supt. Neil McDonald (Police Scotland) (as a substitute for George MacDonald)
 Councillor Alex Nicoll
 Paul O'Connor MBE (ACVO)
 Angela Scott (Aberdeen City Council)
 Jonathan Smith (Civic Forum)
 Scott Symon (Scottish Fire and Rescue Service) (as a substitute for Bruce Farquharson)
 Councillor Wheeler

In Attendance:- Elizabeth Aston (Scottish Government),

Also Present:- Michelle Cochlan, Martin Murchie and Matthew Reid (all Aberdeen City Council).

Apologies:- Bruce Farquharson, George MacDonald, Ken Milroy, Alistair Robertson and Susan Webb.

Page 3

Topic	Discussion/Decision	Action By
1. Declarations of Interest	There were no declarations of interest.	
2. Minute of Previous Meeting of 7 July 2021	The Board had before it the minute of its previous meeting of 7 July 2021, for approval. <u>The Board resolved:-</u> to approve the minute as a correct record.	

Agenda Item 1.1

Topic	Discussion/Decision	Action By
3. Draft Minute of the CPA Management Group meeting of 11 August 2021	<p>The Board had before it the minute of the CPA Management Group meeting of 11 August 2021, for information.</p> <p><u>The Board resolved:-</u> to note the draft minute.</p>	
4. CPA Board Forward Business Planner	<p>The Board had before it the Forward Business Planner.</p> <p><u>The Board resolved:-</u> to agree the Forward Business Planner.</p>	
5. National Update – Scottish Government Page 4	<p>The Board received an update from Richard McCallum - Director of Health Finance and Governance, Scottish Government:</p> <p>Mr McCallum advised that a new parliamentary term had started with a new form of government in a Cooperation Agreement between the Scottish Government and Scottish Greens with two new ministers from the Scottish Green Party.</p> <p>Mr McCallum reported that the Programme for Government entitled Fairer Greener Scotland was published on 7 September 2021, with key commitments:</p> <ul style="list-style-type: none"> • Publication of NHS Recovery Plan; • to double carers' allowance this winter through the Carers' Allowance Supplement Bill; • extra funding for teachers and Pupil Support Assistants; • resource and capital funding for frontline health service; • rolling out of Scottish Child Payment for children under 16; and • roll out £1.8bn to make homes easier and greener, de-carbon homes by 2030 <p>In response to a question regarding the Independent Review of Adult Social Care - Feeley Report, Mr McCallum said that consultation on the Report had launched on 9 September 2021 and would close on 2 November 2021. An easy-to-read version of the consultation was published on 30 August.</p>	

Topic	Discussion/Decision	Action By
Page 5	<p>Mr McCallum advised that there had been issues raised by CoSLA and local governments, and as a result there were ongoing discussions between Scottish Government and local governments – including the establishment of the Social Covenant Steering Group with members comprising those with significant experience of the way in which services were currently delivered. It was expected that this would become legislation at the end of the parliamentary session.</p> <p>The Chair asked about the inclusion of a number of other services within the report which went further than the original recommendations and would have an impact on the CPA partnership working. Mr McCallum undertook to take these comments back to his team.</p> <p>Members agreed to submit a Partnership response to the consultation. Partners were also urged to use their channels and networks to encourage feedback to the consultation by those most affected.</p> <p>In response to a question regarding involving those with lived experience in the consultation, Angela Scott reported that the Scottish Government had produced material designed to support public engagement with Community Groups, which could be circulated for partners to share with their groups.</p> <p><u>The Board resolved:-</u></p> <p>i) to instruct Officers to submit a response to the consultation on behalf of the Community Planning Board; and</p> <p>ii) to note the updates.</p>	<p>Richard McCallum, SG</p> <p>All Partners</p> <p>Angela Scott/Michelle Cochlan</p>
6. Review of Community Planning Aberdeen Membership, Leadership and Partner Representation	<p>The Board had before it a report providing information on membership of Community Planning Aberdeen and providing an overview of leadership and partner representation on the Outcome Improvement Groups. It also presented the revised Community Planning Aberdeen Constitution.</p> <p>Michell Cochlan advised that the next steps were - subject to the agreement of the CPA Board, the information in the report would be used to update the CPA Induction Pack and an induction would be arranged for all new members.</p> <p>The Board was advised that the advertisement to fill the vacancy of Children's Services Board Lead Contact would be posted on 17 September 2021.</p>	Michelle Cochlan

Topic	Discussion/Decision	Action By
Page 6	<p>It was noted that Skills Development Scotland was represented on three groups and Ms Cochlan undertook to update the report.</p> <p>The report recommended: that the CPA Board:</p> <ul style="list-style-type: none"> i) agree to appoint the Director of Commissioning, ACC as the chair of the CPA Management Group; ii) note the current core and wider membership of Community Planning Aberdeen summarised at Appendix 1; iii) note that statutory community planning partners listed at paragraph 2.1 will be invited to join specific Outcome Improvement Groups, if relevant; iv) note leadership and partner representation on the Outcome Improvement Groups summarised at Appendix 2 and detailed in Appendix 3; and v) approve the revised CPA Constitution in Appendix 4. <p><u>The Board resolved:</u> to agree the recommendations.</p> <p>Please note that following the meeting, further nominations were received. A report on the up-to-date position can be found here.</p>	Michelle Cochlan
7. CPA Improvement Programme 2021-2023	<p>The Board had before it a report presenting the Community Planning Aberdeen Improvement Programme 2021-23 following approval of the refreshed LOIP on 7 July 2021. The programme set out the timescales for both initiation of the new aims within the refreshed LOIP, as well as the timescales for the continuing project charters being reviewed, over the next two years up until 2023. At the end of this the LOIP would be reviewed providing a final update on the delivery of the Socio-Economic Rescue Plan 2020/21.</p> <p>The following questions were raised regarding new projects starting in 2022:</p> <ul style="list-style-type: none"> • Support 15 care experienced young people progress to employment through public sector funded employability programmes by 2023 – how was the number 15 arrived at?; and • 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 - had planning with the service been undertaken to ensure there was capacity to respond to the additional demand. 	Michelle Cochlan/Angela Taylor Michelle Cochlan/ Natalie O'Young

Topic	Discussion/Decision	Action By
	<p>Ms Cochlan undertook to seek further information and to report back to Members.</p> <p>The report recommended: that the Board:</p> <ul style="list-style-type: none"> i) approve the CPA Improvement Programme 2021-2023 in Appendix 1; ii) agree that project charters be submitted to the CPA Board for all new improvement projects, as per the timescales noted in Appendix 1; and iii) agree that the respective Outcome Improvement Group approve revised charters for all continuing improvement projects, as per the timescales noted in Appendix 1. <p><u>The Board resolved:</u> to approve the recommendations.</p>	
<p>Page 7 CPA Improvement Programme 2021-2023 Reporting Processes</p>	<p>The Board had before it a report presenting the reporting processes for supporting the delivery of the Community Planning Aberdeen Improvement Programme 2021-23 as considered at item 7 of the agenda.</p> <p>The report recommended: that the Board:</p> <ul style="list-style-type: none"> i) note the revised project charter template to be used for new and revised improvement project charters at Appendix 2, as well as the process map (Appendix 1) for linking LOIP improvement project aims to community ideas for improvement contained in the Locality Plans; ii) note the revised project update report (Appendix 3) which shows the connection/progress of community ideas from the Locality Plans; and iii) agree that Outcome Improvement Groups; the Management Group and Board use the new interface for reporting progress towards the Stretch Outcomes and of the individual improvement projects (Appendix 4) and that this be used from the next meeting, with Chairs of the Outcome Improvement Groups speaking to the progress of their respective Stretch Outcomes at the CPA Management Group stage. <p><u>The Board resolved:</u> to approve the recommendations.</p>	

Topic	Discussion/Decision	Action By
<p>9. Update on Alignment of Private Sector Corporate Social Responsibility with Aberdeen City LOIP</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 8</p>	<p>The Board had before it a report providing an update on progress made since last year with aligning the corporate social responsibility efforts of Aberdeen businesses with the Local Outcome Improvement Plan.</p> <p>Michelle Cochlan – Community Planning Manager - spoke to the report and noted the next steps: to run a follow up event one year on from the first Aberdeen Responsible Business Event, This would take place on 25 November 2021 and provide an opportunity to reflect on how Community Planning Aberdeen had worked closely with the business community during the pandemic. The programme would include keynote speakers from Responsible Business Partners as well as Community Planning Partners to identify the latest opportunities to get involved following the refresh of the LOIP.</p> <p>The Chair encouraged all partners to share information on the Event once it was available.</p> <p>The report recommended: that the Board</p> <ul style="list-style-type: none"> i) note progress made since October 2020 and plans to hold a follow up Responsible Business Event on 25 November 2021; ii) agree to amend the current LOIP project on community benefit clauses to “Increase the number of responsible businesses working with Community Planning Aberdeen through Community Benefits and CSR activity by 200% by 2023’; and iii) request partners to consider a representative to be involved in the project and support promotion of this initiative <p><u>The Board resolved:</u> to agree the recommendations.</p>	<p>All partners</p>
<p>10. Child Friendly City Update</p>	<p>The Board had before it a report updating members on progress regarding the UNICEF Child Friendly City programme and outlining the next steps. Matthew Reid, Operations - Integrated Children's and Family Services, introduced the paper and spoke to the report.</p> <p>Mr Reid highlighted the next steps as detailed in the report.</p>	

Topic	Discussion/Decision	Action By
	<p>The report recommended: that the Board</p> <ul style="list-style-type: none"> i) continues to endorse the Child Friendly City work, promoting children’s rights and engages with relevant training opportunities; ii) receives future progress reports and monitor actions where necessary; and iii) notes the next steps. <p><u>The Board resolved:-</u> to approve the recommendations.</p>	
11. Date of Next Meeting	The Board noted that its next meeting would be held on 30 November 2021 at 2pm.	

This page is intentionally left blank

**COMMUNITY PLANNING ABERDEEN MANAGEMENT GROUP
27 OCTOBER 2021**

Present:- Gale Beatie (Aberdeen City Council) (Chair), Heather Crabb (University of Aberdeen), Dave Black (GREC), Rab Dickson (Nestrans), Jill Franks (Sport Aberdeen), Allison Carrington (Aberdeen Prospers), David Dunne (as a substitute for Jillian Evans) (Sustainable City), Maggie Hepburn (ACVO) (up to item 6), Derek McGowan (Anti-Poverty Group and Community Justice Group), Alison MacLeod (for item 5 only) (as a substitute for Sandra MacLeod) (Resilient, Included and Supported), Lavina Massie (Civic Forum) and Graeme Simpson (Integrated Children's Services) (up to item 6).

Also Present:- Michelle Cochlan, Martin Murchie, Chris Parker, Allison Swanson and Colin Wright (for item 11) (Aberdeen City Council).

Apologies:- Jamie Bell (Scottish Enterprise), Nicola Graham (Skills Development Scotland), Murray Main (Police Scotland) (Vice Chair), Neil Macdonald (Alcohol and Drugs Partnership), Jillian Evans (NHSG and Sustainable City), Sandra MacLeod (RIS and Health and Social Care Partnership), Scott Symon (Scottish Fire and Rescue Service) and Alison Watson (Robert Gordon University).

Topic	Discussion/Decision	Action By
1. Welcome	The Chair welcomed everyone to today's meeting.	
2. Minute of Previous Meeting of 11 August 2021 for approval	The Management Group had before it the minute of its meeting of 11 August 2021, for approval. <u>The Management Group resolved:</u> (i) to agree the minute as a correct record; and (ii) to note all actions had been undertaken.	
3. Minute of Meeting of the CPA Board of 15 September 2021	The Management Group had before it the draft minute of the CPA Board meeting of 15 September 2021 for information. <u>The Management Group resolved:</u> to note the draft minute.	
4. North East Scotland College Strategic Plan 2021-2023	The Management Group had before it a report which presented the North East Scotland College Strategic Plan 2021-2023 for information. <u>The report recommended:-</u> that the Management Group note the NESCol Strategic Plan for 2021-2023, and the	

Topic	Discussion/Decision	Action By
Page 12	<p>alignment to the refreshed LOIP 2016-26, for submission to the CPA Board on 30 November 2021.</p> <p>The report detailed NESCol's representation on the Outcome Improvement Groups and Michelle Cochlan advised that following the last Board meeting, NESCol was now represented on four, rather than two Outcome Improvement Groups and undertook to provide Robert with the updated position.</p> <p>Members welcomed Robert to his first meeting of the Management Group and for the comprehensive description of alignment of the NESCol Strategic Plan to the LOIP. A number of partners agreed to connect with Robert outwith the meeting.</p> <p><u>The Management Group resolved:</u></p> <ul style="list-style-type: none"> (i) to approve recommendation; and (ii) to agree that the covering report be updated to reflect NESCol's representation on four Outcome Improvement Groups in advance of the CPA Board meeting on 30 November 2021. 	Robert Laird, NESCol
5. CPA Improvement Programme Update and Appendices	<p>The Management Group had before it a report which presented provides an update on the progress towards the Stretch Outcomes and improvement projects within the Local Outcome Improvement Plan 2016-26 which had started, or were due to start, to deliver the Partnership's 15 Stretch Outcomes by 2026 on the basis of the Improvement Programme 21-23 approved by the Board on 15 September 2021. This report also included new charters for approval for project initiation.</p> <p>The report recommended:-</p> <p>that the Management Group</p> <ul style="list-style-type: none"> (a) consider the overview of progress against the CPA Improvement Programme, as well as the overview for each Stretch Outcome and respective improvement projects as contained at Appendix 1; (b) approve the new charters included at Appendix 2 for submission to the CPA Board on 30 November 2021; (c) approve the proposed rescheduling of the three new charters, as detailed at 	

Topic	Discussion/Decision	Action By								
Page 13	<p>Appendix 1, which were due to be submitted to CPA Board in November 2021 but had been postponed; and</p> <p>(d) approve the proposed rescheduling of the five revised charters which were due to had been submitted to their respective Outcome Improvement Group but had been postponed, as detailed in Appendix 1.</p> <p>It was noted that since the agenda was issued two Outcome Improvement Groups had met and therefore overall of the 75 projects, 40 were live/continuing projects of which 58% of which had now had revised charters approved. However, six of the revised charters had now been postponed from the date in the Improvement Programme as detailed at Appendix 1 and would be covered by Chairs. Despite the postponements all were still due to be approved by December 2021.</p> <p>It was also noted that the overview provided a performance trend against progress towards the overall Stretch Outcome and individual aim(s), as well as a ragging status to ensure that both Outcome Improvement Groups and Project Teams were reflecting on whether the project was on track, off schedule, or off track and highlighting any issues/risks and proposed mitigation. Given this was the first cycle off reporting the majority of Stretch Outcomes and Improvement Projects were reporting a green ragging status.</p> <p>The Management Group then heard from the following Chairs/members of Outcome Improvement Groups who spoke to their Stretch Outcome dashboards highlighting progress; key achievements and outcomes achieved by the projects over the reporting period, as well as any risks and/or issues being experienced which they wish to highlight to CPA Management Group for support to mitigate against those at the earliest opportunity.</p> <table border="1" data-bbox="432 1310 1662 1495"> <thead> <tr> <th data-bbox="432 1310 506 1353">SO</th> <th data-bbox="506 1310 860 1353">Stretch Outcome</th> <th data-bbox="860 1310 1039 1353">Chair/Rep</th> <th data-bbox="1039 1310 1662 1353">Update</th> </tr> </thead> <tbody> <tr> <td data-bbox="432 1353 506 1495">1</td> <td data-bbox="506 1353 860 1495">No one will suffer due to poverty by 2026.</td> <td data-bbox="860 1353 1039 1495">Derek McGowan</td> <td data-bbox="1039 1353 1662 1495">All was on schedule. The Group had one live project (increase the number of people using community pantries by 20%) and it was highlighted that a new mobile</td> </tr> </tbody> </table>	SO	Stretch Outcome	Chair/Rep	Update	1	No one will suffer due to poverty by 2026.	Derek McGowan	All was on schedule. The Group had one live project (increase the number of people using community pantries by 20%) and it was highlighted that a new mobile	
SO	Stretch Outcome	Chair/Rep	Update							
1	No one will suffer due to poverty by 2026.	Derek McGowan	All was on schedule. The Group had one live project (increase the number of people using community pantries by 20%) and it was highlighted that a new mobile							

Topic	Discussion/Decision			Action By	
Page 14				<p>pantry had been launched in Sept 21 to support achievement of the aim. In addition, the impact of pantries was also shown through <u>Pantry members testimonials</u></p> <p>Of the six new projects still to start all were on schedule as per the Improvement Programme with three new charters on today's agenda.</p>	
	2	400 unemployed Aberdeen City residents supported into Fair Work by 2026.	Alison Carrington	<p>The Group was progressing on schedule with the revised charter for the one live project (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) approved. In relation to this project, it was noted that 52 employers in the City were now Real Living Wage accredited, with an increase in numbers seen despite the pandemic and an 18% increase since the project started and an 8% increase since 2020.</p> <p>Of the three projects still to start all were on schedule as per the Improvement Programme with one new charter on today's agenda.</p>	
	3	500 Aberdeen City residents upskilled/reskilled to enable them to move into, within and between economic	Alison Carrington	<p>There were four live projects of which three had revised charters approved and one had been postponed to its next meeting as a new Project Manager (PM) was in place and a handover in place. The new PM was reviewing the project</p>	

Topic	Discussion/Decision			Action By	
Page 15		opportunities as they arise by 2026		team & change ideas. With regards Community Benefits project it was noted that the contractor to the Riverbank Replacement School appointed & the community suggestions incorporated into the community benefits project plan are now being realised and delivered. In addition, the Board had approved a revised aim to incorporate the wider ambition to increase the contribution of Aberdeen Responsible Businesses.	
	4	95% of children (0-5 years) will reach their expected developmental milestones by the time of their child health reviews by 2026.	Graeme Simpson	<p>There were two live projects of which 1 revised charter had been approved, whilst the revised charter for the other live project was on schedule to report in Dec 21. The remaining two new charters on schedule for CPA Board in Feb 22.</p> <p>The links between “Reduce the number of births affected by drugs by 0.6% by 2023” project and the ADP were highlighted and the importance of projects where there were clear linkages to other stretch outcomes being connected and working together was highlighted.</p>	
	5	90% of Children and young people will report that their experiences of mental health and wellbeing have been listened to by 2026.	Graeme Simpson	<p>It was highlighted that this was a pressured area and that since the pandemic and return to school there had been a spike in number of children presenting with mental health and wellbeing concerns.</p> <p>Two of the three new charters scheduled</p>	

Topic	Discussion/Decision			Action By	
Page 16				<p>were on today's agenda and one had been postponed due to maternity leave. Graeme was confident that resource could be identified to take the postponed project forward, however also highlighted the large number of improvement projects sitting under Children's Services and the overall demand and therefore that it was important that they were provided with time to draw breath and focus as many services were under pressure. The three other new charters on schedule to report to CPA Board in Feb 22.</p>	
	6	<p>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.</p>	Graeme Simpson	<p>Of the live projects, one of the revised charters had been approved and one postponed. The two kinship project aims (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) were to be taken forward together as one project and the revised charter would be submitted in Dec 21. Graeme explained that they were taking time with the revised charters to ensure the focus of the change ideas were correct and highlighted that the increase to 43% was as a minimum. New charter on schedule for CPA Board in Feb 22.</p>	

Topic	Discussion/Decision		Action By
Page 17	<p>At this juncture Lavina Massie highlighted the impact of covid-19 on young people and asked if the overall position city wide in terms of business providing opportunities for young people could be collated and reported on. It was acknowledged that there was a lot of working ongoing across the city to provide opportunities for young people, highlighting the NESCol Strategic plan as one example, as well as the number of LOIP projects also focused on this area. It was agreed that Alison Carrington would speak to Lavina outwith the meeting on this matter. In terms of communicating this information across the city it was noted that a new representative on the Aberdeen Proposers Group had a communications and marketing role and would be exploring ways in which to promote the economic activity across the city.</p>		Alison Carrington, SDS
	11	<p>Healthy life expectancy (time lived in good health) is five years longer by 2026.</p>	

Topic	Discussion/Decision			Action By
Page 18			<p>or other respiratory conditions into specific PR physical activity and other support programmes delivered in community settings by 2023” it was highlighted that the PM for this project still had to be identified and therefore there was a risk however it was being actively discussed at the fortnightly respiratory cell group. Two new charters were on today’s agenda and two were due for February 2022.</p> <p>The following two areas of activity were highlighted:</p> <ul style="list-style-type: none"> • Reduce Smoking - Smoking “wakelet” launched during NESCOL’s student health & wellbeing week. An online module for staff/volunteers tested with Homestart and an information held with parents, both of which showed positive results with staff/volunteer confidence rating to talk about smoking to service users increasing and 37% of parents attending reporting increased knowledge about accessing smoking cessation sessions. • Good Health Choices - 3 sessions delivered on money matters and mental health first aid in Woodside, with participants knowledge increasing. 	

Topic	Discussion/Decision			Action By	
Page 19	7	95% of children living in our priority localities will sustain a positive destination upon leaving school by 2026.	Graeme Simpson	Overall on schedule. Revised charter approved for the single live project and new charter due also submitted. Final new charter on schedule for CPA Board in Apr 22.	
	8	Child friendly city where all decisions which impact on children and young people are informed by them as rights holders by 2026.	Graeme Simpson	<p>Two of the three new charters due submitted. New charter for “By 2023 increase to 100% the number of multiagency governance arrangements which impact on children on young people that include their participation and engagement.” postponed to Feb 2022 to ensure that change ideas provided empowerment for children and young people and ensure to it was meaningful participation and engagement of children and young people.</p> <p>The importance of engaging with children and young people and providing accessible communications was emphasised and the project aims focused on staff training, accessible communications and participation and engagement were very welcomed.</p>	
	9	30% fewer young people (under 18) charged with an offence by 2026.	Graeme Simpson	The connections with Stretch outcome 10 were highlighted. Of the four live projects, three had revised charters approved whilst one was due in December 21. The two new charters were on schedule for CPA Board in Feb 22.	

Topic	Discussion/Decision			Action By	
Page 20	10	25% fewer people receiving a first ever Court conviction and 2% fewer people reconvicted within one year by 2026 and 2% fewer people reconvicted within one year by 2026	Derek McGowan	<p>Of the four live projects, three had revised charters approved, whilst one had been postponed as the Project Manager was supporting resettlement of families from Afghanistan. Two new charters were on today's agenda and the remaining new charter (Reduce the number of drug related deaths occurring within 6 months of liberation from custody from 10 to zero by 2023) had been postponed due to vacancies within ADP. This was highlighted as a risk and an important area for progress to be made and therefore discussion was ongoing to ensure this would be ready for Feb 2022 Board meeting.</p> <p>The following two areas of key outcomes were highlighted in respect of Community Justice Projects:</p> <ul style="list-style-type: none"> • Support for People on Liberation. Change concepts are proving to be successful and results are starting to show improvements in both the overall aim and specific change ideas. Since Jan 21 the % of individuals who engage with support services on release from HMP Grampian has been great than the median except one month and we've seen 100 % of those accessing suitable accommodation on day of release. Since April 21, there has been a substantial increase in % of 	

Topic	Discussion/Decision			Action By	
Page 21				<p>those accessing suitable accommodation on day of release, with 100% for July and Aug.</p> <ul style="list-style-type: none"> • Employability Pipeline - successful connection with the North Locality Plan ideas has led to new unpaid work placements with Auchmill Golf Course. 	
	12	Rate of harmful levels of alcohol consumption reduced by 4% and drug related deaths lower than Scotland by 2026 and Drug related deaths lower than Scotland	David Dunne	<p>Gale advised that she had now taken on the Chair from Neil MacDonald, Police Scotland. Eight of the nine projects were live. However, it was highlighted that Group had struggled to diversify the Project Managers (PM) of the projects, but that three projects were now being transferred to a new PM whilst one was on hold awaiting a new PM to take up post. One revised charter approved, one postponed and others on schedule. Remaining new charter to be reported in April 22.</p> <p>The following two risks for Stretch Outcome 12 were highlighted:</p> <ul style="list-style-type: none"> • Capacity within ADP to progress on projects due to ongoing vacancy. Recruitment to be completed by Dec 21 and a new PM was in place for three projects. • Provision of ABI data 	
	13	Addressing climate change by reducing Aberdeen's carbon	David Dunne	In terms of Stretch Outcomes 13-15, a meeting of the Sustainable City Group had been held since the agenda had been issued and therefore all revised charters	

Topic	Discussion/Decision			Action By	
Page 22		emissions by at least 61% by 2026 and adapting to the impacts of our changing climate		for the seven live improvement projects over the three stretch outcomes had been approved. The one remaining new charter was on schedule for submission in Feb 22.	Michelle Cochlan/Graeme Simpson, ACC
	14	38% of people walking and 5% of people cycling as main mode of travel by 2026.	David Dunne	It was highlighted that whilst the all the Sustainable City projects had a green ragging status at this time, projects were being encouraged to be honest regarding progress and as well as highlighting achievements, also discussing where	
	15	Addressing the nature crisis by protecting/ managing 26% of Aberdeen's area for nature by 2026	David Dunne	issues were being experienced to enable them to be overcome as soon as possible. It was recognised that the aims covered difficult issues that would not be easy to achieve.	
	<p>Following on from this in terms of the issues/risks sections of the Stretch Outcome overviews whilst noting that they would continue to evolve, it was suggested that this section should also include broader emerging issues that could be impacting on communities and achievement of the Stretch Outcomes and improvement projects.</p> <p>In terms of the 13 new charters contained at Appendix 2, it was agreed that all were ready for submission to the CPA Board on 30 November, however in respect of charter 8.2 (Child Friendly City training), that it would be beneficial for the number of ACC employees with direct/indirect involvement with C&YP and therefore to receive the training to be confirmed in advance of submission to the Board.</p> <p><u>The Management Group resolved:</u> to approve the recommendations.</p>				
6. Child Poverty Action Report	The Management Group had before it a report which provided an update on progress with the Child poverty Action Plan.				

Topic	Discussion/Decision	Action By
Page 23	<p>Derek McGown advised that that national child poverty statistics were not yet available, but were expected in mid-late October. The report therefore could not draw any inference on whether actions being taken had affected child poverty rates in the City.</p> <p>The report recommended:- that Management Group –</p> <ul style="list-style-type: none"> (a) note the content of the report, and agrees it be submitted to the Community Planning Aberdeen Board for discussion on the 30 November; (b) note the request by Operational Delivery Committee that this was considered at their next Committee, currently scheduled for the 18 November and instruct the Chief Officer – Early Intervention and Community Empowerment to submit this report; (c) note that if national child poverty data becomes available in this cycle, this report would be updated and circulated to the Management Group and Board as report deadlines permit; and (d) note that the full Child Poverty Action report for 2020/21 would be submitted to Community Planning Aberdeen once all relevant data was available. <p>The Management Group discussed the report, emphasising the importance of the national data to enable impact of the actions to be explored. It was also highlighted that once the data was available that where possible it should be classified in the report to ensure it reflected the relevant reporting period. In respect of the reporting to the Operational Delivery Committee, it was agreed that the Chair of the Management Group provide the Chair of the Operational Delivery Committee with an update on the current position and consider whether it was prudent for the report to be delayed until the national data was available.</p> <p><u>The Management Group resolved:</u></p> <ul style="list-style-type: none"> (i) to approve the recommendations (a), (c) and (d); and (ii) to agree that the Chair speak to the Convener of the Operational Delivery Committee to advise of the current position in respect of child poverty national data and discuss whether it would be prudent to wait for the data to be available before submitting the report to that Committee for consideration. 	<p>Gale Beattie/Derek McGowan, ACC</p>

Topic	Discussion/Decision	Action By
7. Community Justice Outcome Activity Annual Report	<p>The Management Group had before it a report which presented the Community Justice Outcome Activity Annual Return for endorsement for submission to Community Justice Scotland</p> <p>The report recommended:- that Management Group endorse the draft Community Justice Outcome Activity Annual Return for submission to Community Justice Scotland.</p> <p><u>The Management Group resolved:</u> to approve the recommendations.</p>	Derek McGowan/Chris Parker, ACC
8. Joint Response to National Care Service for Scotland Consultation Page 24	<p>The Management Group had before it a report which presented the joint response to the National Care Service for Scotland Consultation on behalf of Community Planning Aberdeen. The deadline for submission to the Scottish Government was 2 November 2021</p> <p>The report recommended:- that Management Group approve the CPA Joint response to the National Care Service for Scotland consultation.</p> <p><u>The Management Group resolved:</u> to approve the recommendation subject to the joint response being approved by the Chair and Vice Chair of the CPA Board prior to submission by 2 November 2021.</p>	Michelle Cochlan, ACC
9. Summary Refreshed Local Outcome Improvement Plan 2016-26	<p>The Management Group had before it a report which presented the public facing summary of the refreshed Aberdeen City Local Outcome Improvement Plan 2016-26.</p> <p>The report recommended:- that Management Group approve the Summary Local Outcome Improvement Plan for publication and dissemination.</p> <p><u>The Management Group resolved:</u> to approve the summary Local Outcome Improvement Plan for publication and dissemination, noting that it would be updated in advance following consideration of suggestions on simplifying language to be submitted from Dave Black.</p>	Dave Black, GREC/Allison Swanson, ACC

Topic	Discussion/Decision	Action By
10. Community Planning Budget 2021/22 – Q2 Budget Monitoring Report	<p>The Management Group had before it a report which provided an update on the 2021/22 Community Planning Budget's financial performance for the period 1 July 2021 to 30 September 21.</p> <p>The report recommended:- that Management Group note Community Planning Aberdeen Budget's performance during quarter 2 of 2021/22.</p> <p><u>The Management Group resolved:</u> to approve the recommendation.</p>	
11. Community Learning and Development Plan 2021-2024 Page 25	<p>The Management Group had before it a report which advised of the requirements placed on Local Authorities by the Requirements for Community Learning and Development (Scotland) Regulations 2013, Regulation 4, to produce a plan that would cover a three-year period from 1st September 2015 and to publish further plans every three years and presented the third Community Learning and Development Plan covering the period 2021-2024.</p> <p>The report recommended:- that Management Group endorse the Community Learning and Development Strategic Plan 2021- 2024 contained in Appendix 1.</p> <p>The Management Group welcomed the report and noted that there could be some further linkages with LOIP reflected in the Plan, in particular Stretch Outcome 3 and Alison Carrington undertook to provide Colin Wright with the proposed linkages.</p> <p><u>The Management Group resolved:</u> (i) to approve the recommendation; and (ii) to note that any comments on the Community Learning and Development Strategic Plan 2021- 2024 should be submitted directly to Colin Wright by 8 November so that they could be considered and incorporated, where applicable, in advance of reporting to the CPA Board.</p>	All Partners/Colin Wright, ACC

Topic	Discussion/Decision	Action By
12. CPA Forward Planner	<p>The Management Group had before it the CPA Forward Planner.</p> <p><u>The Management Group resolved:</u> to note the CPA Forward Planner.</p>	
13. CPA Funding Tracker	<p>The Management Group had before it the CPA Funding Tracker.</p> <p><u>The Management Group resolved:</u> to note the CPA Funding Tracker.</p>	
14. Date of Next Meeting	<p>The Management Group noted that its next meeting would be held on 26 January 2022 at 2pm.</p>	



Community Planning Aberdeen

FORWARD PLANNER

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

Title of report	Contact Officer
CPA Management Group: 19 October 21/ CPA Board 30 November 21	
CPA Improvement Programme and Locality Plans Quarterly Update	Allison Swanson (ACC)
CPA Quarterly Budget Monitoring Report (Management Group only)	Michelle Cochlan (ACC)
Joint CPA Response to National Care Service Consultation (Management Group only)	Michelle Cochlan (ACC)
Summary LOIP 2016-2026	Allison Swanson (ACC)
Half Yearly and Annual Child Poverty Action report for 2020/21	Derek McGowan (ACC)
NESCol Strategic Plan	Robert Laird (NEScol)
Community Justice Annual Report (Management Group only)	Derek McGowan (ACC)
Community Learning and Development Plan 2021-2024	Colin Wright (ACC)
Economy Project Charters	
Reduce by 50% the number of homes with an EPC rating of F&G by 2023, leading to 100% by 2026.	Derek McGowan (ACC)
Ensure 100% of people presenting as homeless have a full financial assessment and access to all appropriate benefits by 2023.	Derek McGowan (ACC)
Increase support for those who have been most disadvantaged through the pandemic by 2023.	Derek McGowan (ACC)
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.	Allison Carrington (SDS)
People (Children & Young People) Project Charters	
Increase the number of vulnerable learners entering a positive and sustained destination by 7% by 2023.	Graeme Simpson (ACC)
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.	Graeme Simpson (ACC)
Increase by 80% the use of digital wellbeing resources for children and young people's mental health and wellbeing by 2022.	Graeme Simpson (ACC)
Increase by 50% the number of communications which are accessible to children and young people by 2023.	Graeme Simpson (ACC)
Increase to 100% of staff working directly and indirectly with children who have received child friendly city training by 2023.	Graeme Simpson (ACC)
People (Vulnerable Adults) Project Charters	
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	Derek McGowan (ACC)
Increase by 15% victims of domestic abuse receiving support by 2022.	Derek McGowan (ACC)
Reduce youth homelessness by 6% by 2023.	Sandra MacLeod (HSCP)

Title of report	Contact Officer
Increase the number of unpaid carers feeling supported by 10% by 2023.	Sandra MacLeod (HSCP)
Place Project Charters	
N/A	
CPA Management Group: 26 January 22/ CPA Board 23 February 22	
CPA Improvement Programme Quarterly Update	Allison Swanson (ACC)
CPA Quarterly Budget Monitoring Report (Management Group only)	Michelle Cochlan (ACC)
Child Friendly City	Matt Reid (ACC)
Economy Project Charters	
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.	Derek McGowan (ACC)
Increase the uptake of unclaimed benefits across Aberdeen City by 2023.	Derek McGowan (ACC)
80% of young people will successfully complete their Modern Apprenticeship programme by 2022.	Allison Carrington (SDS)
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.	Allison Carrington (SDS)
Support 15 care experienced young people progress to employment through public sector funded employability programmes by 2023.	Allison Carrington (SDS)
People (Children & Young People) Project Charters	
Increase uptake of parenting and family support by 10% by 2022.	Graeme Simpson (ACC)
Reduce the number of children starting P1 with an identified speech delay by 5% by 2023.	Graeme Simpson (ACC)
100% of schools offer sustainable and equitable access to counselling for those children aged 10 and above who require it by 2022.	Graeme Simpson (ACC)
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.	Graeme Simpson (ACC)
100% of children and young people have free access to physical activity which improves mental health and wellbeing by 2022.	Graeme Simpson (ACC)
By 2023 increase to 100% the number of multiagency governance arrangements which impact on children on young people that include their participation and engagement.	Graeme Simpson (ACC)
Increase the number of care experienced young people by 10% receiving multiagency throughcare/aftercare support by 2023.	Graeme Simpson (ACC)
Increase by 50% the number of 10 to 16 year olds in target areas of the city who access youth community activity by 2023.	Graeme Simpson (ACC)
Reduce by 5% the number of 16/17 year olds with higher support needs offending by 2022.	Graeme Simpson (ACC)
People (Vulnerable Adults) Project Charters	
Reduce the number of drug related deaths occurring within 6 months of liberation from custody from 10 to zero by 2023.	Derek McGowan (ACC)
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.	Sandra MacLeod (HSCP)
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.	Sandra MacLeod (HSCP)
Place Project Charters	

Title of report	Contact Officer
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).	Jillian Evans (NHSG)
CPA Management Group: 23 March 22/ CPA Board 20 April 22	
CPA Improvement Programme Quarterly Update	Allison Swanson (ACC)
CPA Budget Setting Report	Michelle Cochlan (ACC)
North East College Regional Outcome Agreement	Robert Laird (NEScol)
UoA/CPA Synergies Presentation	Pete Edwards (UoA)
People (Children & Young People) Project Charters	
Increase the number of young people who leave school with a minimum of SVQ3 in literacy and numeracy and 4 other qualifications to 93% 2023.	Graeme Simpson (ACC)
People (Vulnerable Adults) Project Charters	
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.	Neil Macdonald (Police Scotland)
CPA Management Group: 1 June 22/ CPA Board 6 July 22	
CPA Improvement Programme Quarterly Update	Allison Swanson (ACC)
CPA Quarterly Budget Monitoring Report (Management Group only)	Michelle Cochlan (ACC)
CPA Management Group: 17 August 22/ CPA Board 14 September 22	
CPA Improvement Programme Quarterly Update	Allison Swanson (ACC)
CPA Quarterly Budget Monitoring Report (Management Group only)	Michelle Cochlan (ACC)
CPA Annual Outcome Improvement Report	Michelle Cochlan (ACC)
CPA Management Group: 26 October 22/ CPA Board 30 November 22	
CPA Improvement Programme Quarterly Update	Allison Swanson (ACC)
CPA Quarterly Budget Monitoring Report (Management Group only)	Michelle Cochlan (ACC)
TBC	
People (Children & Young People) Project Charters	
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.	Graeme Simpson (ACC)

Acronyms:

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

This page is intentionally left blank



Community Planning Aberdeen

Progress Report	North East Scotland College Strategic Plan 2021-2023
Lead Officer	Robin McGregor, Vice Principal: Curriculum and Quality
Report Author	Robert Laird, Head of Planning and Academic Partnerships
Date of Report	4 November 2021
Governance Group	CPA Board – 30 November 2021

Purpose of the Report

To present North East Scotland College’s Strategic Plan 2021-2023 for information and noting.

Summary of Key Information

NESCol is a member of the CPA Board, the CPA Management Group, and four Outcome Improvement Groups.

The Strategic Plan 2021-23 is shaped by the College’s vision and values and is structured on a set of key strategic themes which provide a relevance and purpose for the College and our future activities. They include being agile and responsive to the needs of our region; empowering and supporting people who come to NESCol to learn and work; advancing our partnership working to enable a more impactful approach to regional economic recovery and reform; delivering excellence and innovation, and leading on environmental and social sustainability.

The full Strategic Plan is available [here](#).

For each strategic theme a set of key objectives have been established which will provide focus and priority as the College seeks to realise the ambitions within each theme. A set of key performance indicators have been identified. These, along with an integrated College-wide enhancement plan, will allow the College monitor progress throughout the lifetime of the plan.

The new Strategic Plan is underpinned by a series of supporting strategies each representative of key areas of College activity and priority. All the supporting strategies are very closely aligned to the new Strategic Plan. The themes contained within each are woven into the ones contained within the main plan itself and will help support the realisation of the short, medium and longer term aspirations of the College. Additional contextual information, including a mapping of the Plan to regional and national priorities, is also provided within the three appendices to this report.

The College’s contribution to the refreshed Local Outcome Improvement Plan (LOIP) is summarised below, and is included in Appendix 2 of the Strategic Plan.

Priorities:	College Contribution:	Strategic Objectives(s):
<ul style="list-style-type: none"> • Prosperous Economy • Prosperous People (Children & Young People) • Prosperous People (Adults) • Prosperous Place 	<p>The College is a partner of CPA working with partners on locality planning, community empowerment, and improving outcomes for the population of Aberdeen City, especially those who experience poorer outcomes as a result of socio-economic disadvantage. The work of the CPA sees the College contributing to initiatives for priority and at risk neighbourhoods, and priority communities of interest, eg children and young people, people with disabilities.</p> <p>NESCol is a member of the CPA Board, the CPA Management Group, and four Outcome Improvement Groups:</p> <p><u>Aberdeen Prospers</u>: supports delivery of the Local Outcome Improvement Plan (LOIP) and underpinning locality plans, specifically two Economy Stretch Outcomes in the LOIP:</p> <ol style="list-style-type: none"> 1 Support 400 unemployed Aberdeen City residents into sustained, Fair Work by 2026 2 Upskill/reskill 500 Aberdeen City residents to enable them to move into, within and between economic opportunities as they arise by 2026. <p><u>Children's Services Board</u>: ensures the effective delivery of services for children and young people at all stages of their development and growth. All key agencies that deliver services for children and young people in Aberdeen City are represented, working together to deliver the City's Children's services plan and using the Scottish Government's 'Getting It Right for Every Child' as a common approach to deliver better outcomes for children and to measure success. The College also participates in a number of associated work streams:</p> <ul style="list-style-type: none"> • The Attainment and Progression to Adulthood Group • Child Friendly Cities Group • Target Operating Model Sub Group • ACC Care Experienced Champions Board. 	<p>1.1, 3.1, 3.2</p>
	<p>Anti-Poverty Group: has been created to ensure that no one will suffer due to poverty by 2026. Partners are working to mitigate the causes of immediate and acute poverty, including fuel and food poverty, help people maximise their income</p>	

	<p>through employment and benefit take up, and supporting those with protected characteristics who are experiencing poverty.</p> <p><u>Alcohol and Drugs Partnership Group</u>: has been established to work towards a decrease in drugs-related deaths and a reduction in harmful levels of drinking. Partners are working together to raise awareness of the dangers of excessive drinking and of gateway and classified drugs, to analyse the available data to consider clusters, themes and early indicator warnings which can inform our collective response and to facilitate meaningful, assertive outreach in the community.</p> <p>In response to longer-term impacts of the COVID-19 pandemic, the College is lead for a number of key CPA initiatives related to socio-economic recovery and development.</p> <p>The College is also a member of the Local Employability Partnership and the Training Providers Forum.</p>	
--	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--

As part of the review of the refreshed LOIP and the development of the strategic plan, NESCol has ensured that membership is aligned to the CPA structure, where it is relevant.

Recommendations for Action

- It is recommended that members of the CPA Board:
- i) note the NESCol Strategic Plan for 2021-2023, and the alignment to the refreshed LOIP 2016-26.

Opportunities and Risks

NESCol, in developing the Strategic Plan 2021-2023, has identified the opportunities for partnership working and has aligned its strategic priorities to the refreshed LOIP. The plan is submitted to raise awareness, and show where alignment to the LOIP is in place. NESCol seeks the opportunity to strengthen existing partnerships and develop new ones.

Consultation

The plan was approved by the NESCol Regional Board in June 2021. A wide consultation took place and all planning partners were invited to contribute.
 CPA Management Group – 27 October 2021

Background Papers

Refreshed LOIP:

<https://communityplanningaberdeen.org.uk/wp-content/uploads/2021/07/Final-LOIP-2016-26-Refreshed-July-21.pdf>

Contact details:

Name	Robert Laird
Title	Head of Planning and Academic Partnerships
Email Address	r.laird@nescol.ac.uk



Community Planning Aberdeen

Progress Report	CPA Improvement Programme Quarterly Update and Appendices
Lead Officer	Gale Beattie, Chair of CPA Management Group and Aberdeen City Council Director of Commissioning
Report Author	Allison Swanson, Improvement Programme Manager
Date of Report	2 November 2021
Governance Group	CPA Board – 30 November 2021

Purpose of the Report

This report provides an update on the progress towards the Stretch Outcomes and improvement projects within the Local Outcome Improvement Plan 2016-26 which have started, or are due to start, to deliver the Partnership's 15 Stretch Outcomes by 2026 on the basis of the Improvement Programme 21-23 approved by the Board on 15 September 2021. This report also includes new charters for approval for project initiation.

Summary of Key Information

BACKGROUND

- 1.1 The refreshed Aberdeen City Local Outcome Improvement Plan (LOIP) was approved by Community Planning Aberdeen Board on 7 July 2021. Within the refreshed LOIP there remains 15 stretch outcomes to be delivered by 2026 and 75 shorter term improvement projects.
- 1.2 The [CPA Improvement Programme 2021-23](#) was approved by the Board on 15 September 2021 and set out the timescales for both initiation of the new aims within the refreshed LOIP, as well as the timescales for the continuing project charters being reviewed, over the next two years up until 2023. Of the 75 improvement aims within the refreshed LOIP 2016-2026, 40¹ projects are already initiated and therefore are classed as continuing, whilst 34 are new projects. This report provides an overview of progress to date and also shows the connections with the community ideas for improvement as contained in the Locality Plans approved by the CPA Board on 7 July 2021.
- 1.3 The Community Planning Aberdeen [Outcome Management and Improvement Framework](#) sets out how CPA ensures effective, systematic and collaborative scrutiny of progress towards the achievement of outcomes within the LOIP. The Board on 15 September approved new outcome reporting interfaces to ensure that the various audiences are being provided with the detail to meet their requirements; and also providing the conditions to support the achievement of the project aims within the two year timeframe of the Improvement Programme, and ensuring that the connection with the community ideas for improvement in the Locality Plan are made and progress reported on. These arrangements include quarterly reporting to the CPA Board on progress made in taking forward the LOIP improvement projects.

¹ * No. of projects takes account of LOIP project aims which are being managed as one project and therefore have one charter.

CPA IMPROVEMENT PROGRAMME 2021-2023 – OVERVIEW OF PROGRESS TO DATE

- 2.1 Appendix 1 to the report, provides a high level overview of progress across all 15 Stretch Outcomes, as well as a spotlight on each Stretch Outcome, and the underpinning improvement projects.
- 2.2 The Chairs of the respective Outcome Improvement Groups will speak to their Stretch Outcome dashboards highlighting progress; key achievements and outcomes achieved by the projects for their Stretch Outcomes over the reporting period, as well as any risks and/or issues being experienced and for the CPA Management Group and Board to take appropriate action to address any barriers to progress at the earliest opportunity.
- 2.3 The overview provides a performance trend against progress towards the overall Stretch Outcome and individual aim(s) on the basis of declining, improving, steady. Where no data or only baseline data is available this has been highlighted. The key for the performance trend is:

Performance Aim Trend	
↑	Improving
→	Steady
↓	Declining
●	Baseline only
●	No data

- 2.4 The overviews also include a ragging status to ensure that both Outcome Improvement Groups and Project Teams are reflecting on whether the project is **on track**, **off schedule**, or **off track** and highlighting any issues/risks and proposed mitigation.

Continuing Improvement Projects/ Project Updates

- 2.5 For those 40 projects which are continuing projects, it was agreed that it was important that these projects are continuing to progress at pace, but that they also require to take the time to review their charters to make sure connections are made with the community ideas for improvement in the Locality Plans, with the revised project charters being considered and approved by the respective Outcome Improvement Groups Group as per the timescales in the Improvement Programme. This process is ongoing with 60% of revised charters now approved. On the basis of the Improvement Programme, all of the continuing projects are scheduled to be reviewed by December 2021.
- 2.6 From the Stretch Outcome dashboard, the Management Group can access the project update reports for projects which have had their charter approved for initiation of testing, along with the current project charter. Projects updates are a short summary of progress towards achieving the overall project aim, including details of what changes are being tested; within which locality and how it aligns to the Locality Plans and the improvement data which demonstrates whether the changes are making a difference.
- 2.7 The report is designed to focus on the outcomes of the project, rather than a general update on activity. Project team's self evaluate their progress using the Progress Scale below. All projects that have been approved by the CPA Board will be at a minimum of stage four.

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

2.8 Progress updates for live improvement projects can be accessed from both Appendix 1, but also on the [Improvement Project Dashboard](#) on the Community Planning Website. This information will also be used by Locality Empowerment Groups/Priority Neighbourhood Partnerships in respect of progress of their community ideas within the Locality Plans.

3 NEW PROJECT CHARTERS

3.1 This report includes 13 of the 16 project charters which are due to be submitted to the CPA Board, as per the CPA Improvement Programme 2021-23. See Appendix 2 for new project charters. Three of the new charters scheduled have been postponed as detailed at Appendix 1.

4 NEXT STEPS

4.1 Projects which have charters approved by the CPA Board will proceed to the designing and testing stage.

Recommendations for Action

It is recommended that the Board:

- i) consider the overview of progress against the CPA Improvement Programme, as well as the overview for each Stretch Outcome and respective improvement projects as contained at Appendix 1;
- ii) approve the new charters included at Appendix 2 for initiation;
- iii) approve the proposed rescheduling of the 3 new charters, as detailed at Appendix 1, which were due to be submitted to CPA Board in November 2021 but have been postponed;
- iv) approve the proposed rescheduling of the 1 new charter, as detailed at Appendix 1, which was due to be submitted to CPA Board in February 2022 but has been postponed; and
- v) approve the proposed rescheduling of the 7 revised charters which were due to have been submitted to their respective Outcome Improvement Group but have been postponed, as detailed in Appendix 1.

Opportunities and Risks

Successful delivery of the revised Local Outcome Improvement Plan 2016-26 requires a robust programme management approach to the delivery of the 75 improvement projects and also requires clear process for alignment to the Locality Plans. The phased approach to the initiation of the projects in the LOIP to help ensure we are channelling our resources to those projects which are most likely to have the biggest impact. The clear governance arrangements for both continuing and new project charters also ensures that we have effective outcome management arrangements in place to deliver upon the aims in the LOIP in the timescale and supports projects to continue at pace.

Consultation

Michelle Cochlan, Community Planning Manager
CPA Management Group
CPA Outcome Improvement Groups
CPA Lead Contacts Group

Background Papers

[Refreshed Local Outcome Improvement Plan 2016- 26 and CPA Development Plan 2021-2022](#)

[Final Draft Integrated Locality Plans 2021-26 – North, South and Central](#)

Contact details:

Name	Allison Swanson
Title	Improvement Programme Manager
Email Address	aswanson@aberdeencity.gov.uk

CPA Improvement Programme 2021-2023

Overview of Progress to Date

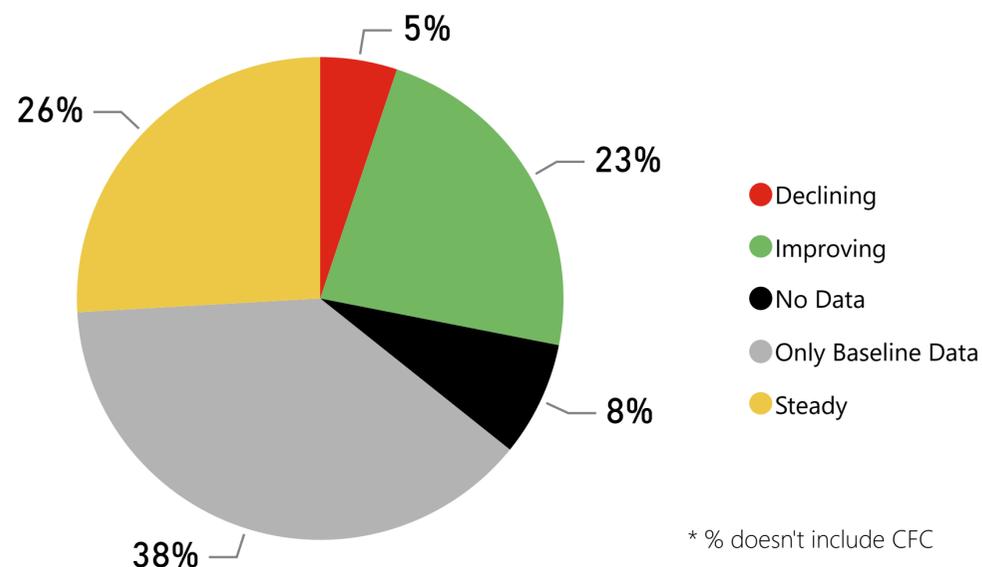
No. of LOIP Project Aims	No. of New Charters Due	No. of New Charters Received	No. of Projects now Live	% of Revised Charters Approved	No. of Revised Charters Postponed	Months Since LOIP Published
75	16	13	40	60	7	4

Overview of Progress by Outcome Improvement Group

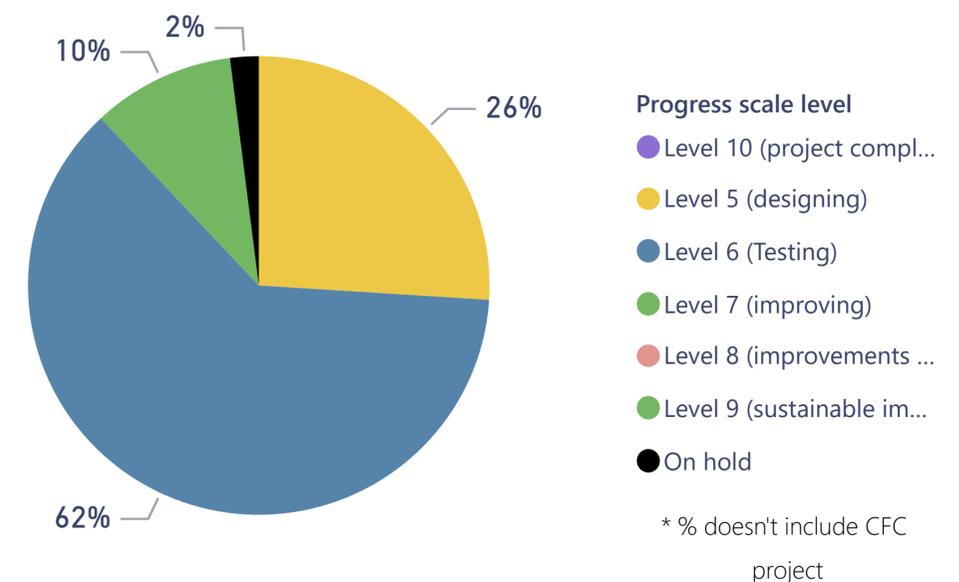
OIG	No of. New Projects	No. of New Charters Due	No. of New Charters Submitted	No. of Continuing Projects	No. of Revised Charters Approved
Anti-Poverty	5	3	3	1	0
Aberdeen Prospers	4	1	1	5	4
Children's Services Board	16	7	5	10	6
Community Justice	3	3	2	5	4
Resilient, Included & Supported	4	2	2	4	2
Alcohol and Drugs Partnership	1	0	0	8	1
Sustainable City	1	0	0	7	7
Total	34	16	13	40	24

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

Percentage of Live Projects by Aim Trend



Percentage of Live Projects by Progress Scale



Stretch Outcomes 1-9: Current Status

Overall Rag Key



On track



Off track



Off schedule

SO	Stretch Outcome	SO Trend	No of. LOIP projects	No. of Live projects	% of New Charters Due Submitted	% of Revised Charters Approved	Overall RAG	Summary and reason for Overall Status
1	No one will suffer due to poverty by 2026.	→	6	1	100	0	●	3 new charters due submitted for approval. Data showing improvement in single live project. Revised charter on schedule for Dec 21 & 2 remaining new charters on schedule for CPA Board in Feb 22.
2	400 unemployed Aberdeen City residents supported into Fair Work by 2026.	●	4	1	100	100	●	New project charter due submitted and single live project charter revised. Data showing improvement in single live project. 1 of the further new charters postponed with the other on schedule for Feb 22.
3	500 Aberdeen City residents upskilled/ reskilled to enable them to move into, within and between economic opportunities as they arise by 2026	●	5	4	N/A	75	●	3 of the 4 live project charters have been revised. 1 revised charter has been postponed to enable new PM time to review change ideas and will now be considered in Dec 21.
4	95% of children (0-5 years) will reach their expected developmental milestones by the time of their child health reviews by 2026.	→	4	2	N/A	50	●	1 revised charter approved and the revised charter for other live project on schedule to report in Dec 21. 2 new charters on schedule for CPA Board in Feb 22.
5	90% of Children and young people will report that their experiences of mental health and wellbeing have been listened to by 2026.	●	6	0	67	N/A	●	2 of the 3 new charters scheduled have been submitted. 1 has been postponed and the 3 other new charters on schedule to report to CPA Board in Feb 22.
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.	→	3	2	N/A	50	●	1 of the revised charters has been approved and 1 postponed. The two kinship project aims are to be taken forward together as one project and revised charter will be submitted in Dec 21. New charter on schedule for CPA Board in Feb 22.
7	95% of children living in our priority localities will sustain a positive destination upon leaving school by 2026.	→	3	1	100	100	●	Revised charter approved, and new charter due also submitted. Final new charter on schedule for CPA Board in Apr 22.
8	Child friendly city where all decisions which impact on children and young people are informed by them as rights holders by 2026.	●	4	1	67	N/A	●	2 of the 3 new charters due submitted. 1 postponed to Feb 22.
9	30% fewer young people (under 18) charged with an offence by 2026.	→	6	4	N/A	75	●	Revised charters approved for 3 of the 4 live projects, 1 approved ahead of schedule and the other on schedule for submission in Dec 21. 2 new charters on schedule for CPA Board in Feb 22.

Trend Key: Improving Declining Steady Baseline data only No data

Stretch Outcomes 10-15: Current Status

Overall Rag Key



On track



Off track



Off Schedule

SO	Stretch Outcome	SO Trend	No of. LOIP projects	No. of Live projects	% of New Charters Due Submitted	% of Revised Charters Approved	Overall RAG	Summary and reason for Overall Status
10	25% fewer people receiving a first ever Court conviction and 2% fewer people reconvicted within one year by 2026 and	↑	8	5	67	80	●	2 of the 3 new charters due have been submitted, with 1 postponed due to vacancies. 4 out of 5 of the revised charters have been approved, 1 postponed.
	2% fewer people reconvicted within one year by 2026	→						
11	Healthy life expectancy (time lived in good health) is five years longer by 2026.	↓	8	4	100	50	●	Both of the new charters due submitted. 2 revised charters approved with 2 postponed. 1 new charter on schedule & 1 needing a PM to be identified.
12	Rate of harmful levels of alcohol consumption reduced by 4% and drug related deaths lower than Scotland by 2026 and	↑	9	8	N/A	13	●	3 of the live projects are transferring to a new PM and 1 is on hold awaiting a new PM to take up post. 1 revised charter approved, 2 postponed and others on schedule. Remaining new charter to be reported in April 22.
	Drug related deaths lower than Scotland	↓						
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	↑	3	3	N/A	100	●	All revised charters approved.
14	38% of people walking and 5% of people cycling as main mode of travel by 2026.	→	2	2	N/A	100	●	Both revised charters approved.
15	Addressing the nature crisis by protecting/ managing 26% of Aberdeen's area for nature by 2026	●	3	2	N/A	100	●	Both of the revised charters approved and the new charter is on schedule.

Page 41

Trend Key: ↑ On track ↓ Off track → Steady ● Baseline data only ● No data

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

Overall Progress

SO Trend	No. of LOIP projects	No. of Live projects	No. of New Charters Due	No. of New Charters Received	% of Revised Charters Approved	No. of Revised Charters Postponed	Overall RAG
→	6	1	3	3	0	0	●

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	New/Revised Project Charter Due	Current progress scale	Locality Link	Project Progress RAG	Summary and Reason for RAG
1.1	<u>Increase the number of people using community pantries by 20% by 2023.</u>	↑	Dec 21	7	N, S & C	●	Change ideas updated to respond to Covid-19 restrictions & support people move from emergency parcels to pantry members; new test re remote pantry started. Data showing an increase in no. of pantry shops and membership of 2 out of the 3 pantries.
1.2	Reduce by 50% the number of homes with an EPC rating of F&G by 2023, leading to 100% by 2026.	●	Nov 21	3	S	●	PM & Team in place, charter submitted for approval. On agenda.
1.3	Ensure 100% of people presenting as homeless have a full financial assessment and access to all appropriate benefits by 2023.	●	Nov 21	3	None	●	PM & Team in place, charter submitted for approval. On agenda.
1.4	Increase support for those who have been most disadvantaged through the pandemic by 2023.	●	Nov 21	3	N & S	●	PM & Team in place, charter submitted for approval. On agenda.
	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.	●	Feb 22	3	N, S & C	●	PM in place, team being established & charter on schedule for Feb 22 Board.
	Increase the uptake of unclaimed benefits across Aberdeen City by 2023.	●	Feb 22	3	N, S & C	●	PM in place (bootcamp to be completed), team being established & charter on schedule for Feb 22 Board.

Key Outcomes/Activity

Highlights/Key Outcomes for this period

Pantries - Mobile pantry was launched in Sept 21 and has 33 beneficiaries signed up. There has been a 32% increase in no. of pantry shops already this year compared to 2020. CFINE pantry has 307 members, an increase of 64 since April 21.

The impact of the pantries can also be seen from the [Pantry members testimonials 2021](#)

Key Issues/Risks

No Key issues/Risks for this period

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

Overall Progress

SO Trend	No of. LOIP projects	No. of Live projects	No. of New Charters Due	No. of New Charters Received	% of Revised Charters Approved	No. of Revised Charters Postponed	Overall RAG
	4	1	1	1	100	0	

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	New/Revised Project Charter Due	Current progress scale	Locality Link	Project Progress RAG	Summary and Reason for RAG
2.1	Increase employer sign up to the <u>Real Living Wage</u> by 5% year on year to 2023 to achieve <u>Real Living Wage City Status</u> by 2026.		Oct 21	6	N, S & C		Revised charter submitted approved. Aim of 5% increase year on year achieved for 2021 with data showing 8% increase so far with 53 employers paying living wage since project started
2.2	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.		Nov 21	3	N, S & C		PM & Team in place, charter submitted for approval. On agenda.
	Support 15 care experienced young people progress to employment through public sector funded employability programmes by 2023.		Feb 22	2	N		PM in place, team being established & charter on schedule.
	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.		Feb 22 Postponed to April 22	2	N, S & C		PM unavailable to progress project at this time and alternative resource not available. It is expected PM will be able to report to the next meeting

Key Outcomes/Activity

Highlights/Key Outcomes for this period

Real living wage - 53 employers in the City are now Real Living Wage accredited, with an increase in numbers seen despite the pandemic and an 20% increase since the project started and an 8% increase since 2021.

[Wood](#), has been confirmed as an accredited Living Wage employer, strengthening our Living Wage employer movement.

Key Issues/Risks

No Key issues/Risks for this period

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

Overall Progress

SO Trend	No of. LOIP projects	No. of Live projects	No. of New Charters Due	No. of New Charters Received	% of Revised Charters Approved	No. of Revised Charters Postponed	Overall RAG
●	5	4	0	0	75	1	●

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	New/Revised Project Charter Due	Current progress scale	Locality Link	Project Progress RAG	Summary and Reason for RAG
3.1	<u>Increase the number of responsible businesses working with Community Planning Aberdeen through Community Benefits and CSR activity by 200% by 2023</u>	●	Oct 21	6	N, S & C	●	Revised charter approved. Revised aim approved by Board to incorporate the wider ambition to increase the contribution of Aberdeen Responsible Businesses. Change ideas updated to reflect and mini conference scheduled for Nov 21.
3.2	<u>By December 2022, increase by 10% the number of people in Aberdeen who: • Have digital access; and • Feel comfortable using digital tools.</u>	●	Nov 21	6	N, S & C	●	Revised charter approved in Nov 21.
3.3	<u>Increase the number of people within Aberdeen City qualified with ICT and Digital skills at SCQF Levels 7 and above by 10% by 2023</u>	➔	Oct 21 Postponed to Nov 21 & now Dec 21	5	None	●	Submission of revised charter deferred again, now to Dec 21. New PM in July 21 and handover has been completed. PM reviewing team & change ideas.
3.4	<u>Increase the number of Modern and Graduate Apprenticeships by 5% by 2022.</u>	●	Oct 21	5	N & C	●	Revised charter approved. Project getting ready to commence testing.
	80% of young people will successfully complete their Modern Apprenticeship programme by 2022.	●	Feb 22	2	N & S	●	PM in place (bootcamp to be completed), team being established & charter on schedule for Feb 22 Board.

Key Outcomes/Activity

Highlights/Key Outcomes for this period

Community Benefits - Contractor to the Riverbank Replacement School appointed & the community suggestions incorporated into the community benefits project plan are now being realised and delivered

Aberdeen Responsible Business Event

being held on 25 November - see the programme and sign up [here](#)

Key Issues/Risks

No Key issues/Risks for this period

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

Overall Progress

SO Trend	No of. LOIP projects	No. of Live projects	No. of New Charters Due	No. of New Charters Received	% of Revised Charters Approved	No. of Revised Charters Postponed	Overall RAG
➔	4	2	0	0	50	0	●

Key Outcomes/Activity

Highlights/Key Outcomes for this period

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	New/Revised Project Charter Due	Current progress scale	Locality Link	Project Progress RAG	Summary and Reason for RAG
4.1	<u>Reduce the number of births affected by drugs by 0.6% by 2022.</u>	↑	Dec 21	5	None	●	Revised charter due to CSB in Dec 21
4.2	<u>Reduce the number of repeat emergency hospital admissions for unintentional injury to children under 5 years by 5% by 2023</u>	●	Oct 21	5	None	●	Revised charter approved by Children's Services Board.
	Increase uptake of parenting and family support by 10% by 2022.	●	Feb 22	2	S & C	●	Project Manager in place.
	Reduce the number of children starting P1 with an identified speech delay by 5% by 2023.	●	Feb 22	2	None	●	Project Manager in place.

Key Issues/Risks

No Key Issues/Risks

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.

Overall Progress

SO Trend	No. of LOIP projects	No. of Live projects	No. of New Charters Due	No. of New Charters Received	% of Revised Charters Approved	No. of Revised Charters Postponed	Overall RAG
	6	0	3	2	N/A	N/A	

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	New/Revised Project Charter Due	Current progress scale	Locality Link	Project Progress RAG	Summary and Reason for RAG
5.1	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.		Nov 21	3	N, S & C		Charter developed and submitted for approval. On agenda.
5.2	Increase by 80% the use of digital wellbeing resources for children and young people's mental health and wellbeing by 2022.		Nov 21	3	N & C		Charter developed and submitted for approval. On agenda.
	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.		Nov 21 Postponed to 2022	3	None		Project initiation delayed due to maternity leave.
	100% of schools offer sustainable and equitable access to counselling for those children aged 10 and above who require it by 2022.		Feb 22	2	None		Project Manager in place.
	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.		Feb 22	2	None		Project Manager in place
	100% of children and young people have free access to physical activity which improves mental health and wellbeing by 2022.		Feb 22	2	N, S & C		Project Manager in place

Key Outcomes/Activity

Highlights/Key Outcomes for this period

Key Issues/Risks

No Key Issues/Risks

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.

Overall Progress

SO Trend	No. of LOIP projects	No. of Live projects	No. of New Charters Due	No. of New Charters Received	% of Revised Charters Approved	No. of Revised Charters Postponed	Overall RAG
➔	3	2	0	0	50	1	●

Key Outcomes/Activity

Highlights/Key Outcomes for this period

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	New/Revised Project Charter Due	Current progress scale	Locality Link	Project Progress RAG	Summary and Reason for RAG
6.1	<u>Increase the number of care experienced young people accessing a positive and sustained destination by 25% by 2022</u>	➔	Oct 21	7	S	●	Revised charter approved by Children's Services Board.
6.2	<u>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.</u>	↑	Oct 21 Postponed to Dec 21	6	None	●	Revised charter due to CSB in Dec 21
	Increase the number of care experienced young people by 10% receiving multiagency throughcare/aftercare support by 2023.	●	Feb 22	2	None	●	Project Manager in place

Key Issues/Risks

No Key Issues/Risks

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

Overall Progress

SO Trend	No of. LOIP projects	No. of Live projects	No. of New Charters Due	No. of New Charters Received	% of Revised Charters Approved	No. of Revised Charters Postponed	Overall RAG
→	3	1	1	1	100	0	●

Key Outcomes/Activity

Highlights/Key Outcomes for this period

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	New/Revised Project Charter Due	Current progress scale	Locality Link	Project Progress RAG	Summary and Reason for RAG
7.1	Increase the number of accredited courses directly associated with growth areas by 7% by 2023.	●	Oct 21	6	S	●	Revised charter approved by Children's Services Board.
7.2	Increase the number of vulnerable learners entering a positive and sustained destination by 7% by 2023.	●	Nov 21	3	N & S	●	Charter developed and submitted for approval. On agenda.
	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.	●	Apr 22	2	None	●	Project Manager in place

Key Issues/Risks

No Key Issues/Risks

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

Overall Progress

SO Trend	No. of LOIP projects	No. of Live projects	No. of New Charters Due	No. of New Charters Received	% of Revised Charters Approved	No. of Revised Charters Postponed	Overall RAG
	4	1	3	2	N/A	N/A	

Key Outcomes/Activity

Highlights/Key Outcomes for this period

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	New/Revised Project Charter Due	Current progress scale	Locality Link	Project Progress RAG	Summary and Reason for RAG
8.1	Achieve UNICEF badges in: - Leadership - Culture - Communication - Place - Child Friendly Services - Participating		N/A		S		Progress ongoing.
8.2	Increase to 100% of staff working directly and indirectly with children who have received child friendly city training by 2023.		Nov 21	3	None		Charter developed and submitted for approval. On agenda.
8.3	Increase by 50% the number of communications which are accessible to children and young people by 2023.		Nov 21	3	C		Charter developed and submitted for approval. On agenda.
	By 2023 increase to 100% the number of multiagency governance arrangements which impact on children on young people that include their participation and engagement.		Nov 21 Postponed to Feb 22	2	None		New charter postponed to next meeting

Page 49

Key Issues/Risks

No Key Issues/Risks

Stretch Outcome 9: 30% fewer young people (under 18) charged with an offence by 2026

Overall Progress

SO Trend	No. of LOIP projects	No. of Live projects	No. of New Charters Due	No. of New Charters Received	% of Revised Charters Approved	No. of Revised Charters Postponed	Overall RAG
→	6	4	0	0	75	0	●

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	New/Revised Project Charter Due	Current progress scale	Locality Link	Project Progress RAG	Summary and Reason for RAG
9.1	<u>Increase number of young people who need support in relation to trauma and bereavement having access to such support by 50% by 2023.</u>	●	Dec 21	5	N	●	Revised charter due to CSB in Dec 21
9.2	<u>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.</u>	●	Oct 21	5	None	●	Revised charter approved by Children's Services Board.
9.3	<u>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.</u>	↑	01/10/2021	6	None	●	Revised charter approved by Children's Services Board.
9.4	<u>Reduce instances of public space youth anti-social behaviour as a result of appropriate and effective interventions in targeted areas by 10% by 2022.</u>	↑	Dec 21	7	N, S & C	●	Revised charter approved by Children's Services Board.
	Increase by 50% the number of 10 to 16 year olds in target areas of the city who access youth community activity by 2023.	●	Feb 22	2	N, S & C	●	Project Manager in place
	Reduce by 5% the number of 16/17 year olds with higher support needs offending by 2022.	●	Feb 22	2	None	●	Project Manager in place

Key Outcomes/Activity

Highlights/Key Outcomes for this period

Key Issues/Risks

No Key Issues/Risks

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

Overall Progress

No of. LOIP projects	No. of Live projects	No. of New Charters Due	No. of New Charters Received	% of Revised Charters Approved	No. of Revised Charters Postponed	Overall RAG
8	5	3	2	80	1	

Project Aim Status

Live Project Ref.	Project Aim	Aim Trend	New/Revised Project Charter Due	Progress Scale	Locality Link	Progress RAG	Summary and Reason for RAG
10.1	<u>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.</u>		Aug 21	7	None		Revised charter approved and data for aim and change ideas showing improvement.
10.2	<u>Increase to 30 in total, the no. who are on a custodial sentence, CPO 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.</u>		Oct 21	6	N		Revised charter approved & 63% of aim achieved with 19 individuals supported. Positive links with North Locality made.
10.3	<u>Reduce the number of wilful fires by 10% by 2022</u>		Aug 21	5	None		Revised charter approved. New Project Manager to commence due to secondment.
10.4	<u>100% increase in hate crimes reported to police by 2023.</u>		Oct 21 Postponed to Dec 21	5	C		Revised charter postponed to Dec 21. PM supporting resettlement of families from Afghanistan
10.5	<u>Decrease the number of incidents of domestic abuse reported to the Police by 15% by 2023.</u>		Oct 21	6	N		Revised charter approved. First test re Safe & Together model to commence in Oct.
10.6	Increase by 15% victims of domestic abuse receiving support by 2022.		Nov 21	3	C		PM & Team in place, charter submitted for approval. On agenda.
10.7	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.		Nov 21	3	None		PM & Team in place, charter submitted for approval. On agenda.
	Reduce the number of drug related deaths occurring within 6 months of liberation from custody from 10 to zero by 2023.		Nov 21 Postponed to Feb 22	2	None		New Charter was postponed to next meeting due to vacancies.

Key Outcomes/Activity

Highlights/Key Outcomes for this period

- Support for People On Liberation. Change concepts are proving to be successful and results are starting to show improvements in both the overall aim and specific change ideas. Since Jan 21 the % of individuals who engage with support services on release from HMP Grampian has been greater than the median except one month (May). Also, since Jan, we've seen 100 % of those accessing suitable accommodation on day of release with the exception of Oct where this dropped to 94%. Since April 21, there has been a substantial increase in % of those accessing suitable accommodation on day of release, with 100% for July – Sept
- Employability Pipeline - successful connection with the North Locality Plan ideas has led to new unpaid work placements with Auchmill Golf Course.

Key Issues/Risks

No Key Issues/Risks for this period

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

Overall Progress

SO Trend	No. of LOIP projects	No. of Live projects	No. of New Charters Due	No. of New Charters Received	% of Revised Charters Approved	No. of Revised Charters Postponed	Overall RAG
↓	8	4	2	2	50	2	●

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	New/ Revised Charter Due	Current progress scale	Locality Link	Project Progress RAG	Summary and Reason for RAG
11.1	<u>Reduce the rolling 3-year average number of suicides in Aberdeen to below 26 (2019) by 2023.</u>	→	Sep 21	6	N, S & C	●	Revised charter approved. Continuing change ideas being tested and new ideas being developed.
11.2	<u>Increase opportunities for people to increase their contribution to communities (volunteering) by 10% by 2023.</u>	●	Sep 21 Postponed to Oct 21 & now Nov 21	5	N & C	●	Revised charter deferred to Nov 21 to enable further discussion on change ideas to be undertaken.
11.3 Page 52	<u>Support 100 people to feel confident to promote wellbeing and good health choices by 2023.</u>	●	Oct 21	6	N, S & C	●	Revised charter approved. First change idea being tested from which improvement shown in knowledge and confidence of participants
11.4	<u>Reduce tobacco smoking by 5% overall by 2023</u>	↑	Oct 21 Postponed to Nov 21	6	N & C	●	Charter being revised and existing change ideas being tested with data from the first tests showing improvement.
11.5	Reduce youth homelessness by 6% by 2023.	●	Nov 21	3	None	●	PM & Team in place, charter submitted for approval. On agenda.
11.6	Increase the number of unpaid carers feeling supported by 10% by 2023.	●	Nov 21	3	N & S	●	PM & Team in place, charter submitted for approval. On agenda.
	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.	●	Feb 22	2	N, S & C	●	PM and Project Team in place & charter being developed.
	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.	●	Feb 22	2	N & C	●	PM still to be identified

Key Outcomes/Activity

Highlights/Key Outcomes for this period

- Reducing Suicide - Overall 843 people have received training in the first quarter of this year. 294 teachers and education staff have been trained. Analysis of feedback data gathered during the first quarter, has demonstrated that 89.5% agreed that the training has been 'very helpful' in 'professional practice' and 78.3% have agreed that training 'very helpful' in 'personal life'.
- Reducing Smoking - Smoking "wakelet" launched during NESCOL's student health & wellbeing week. An online module for staff/volunteers tested with Homestart and an information held with parents, both of which showed positive results with staff/volunteer confidence rating to talk about smoking to service users increasing and 37% of parents attending reporting increased knowledge about accessing smoking cessation sessions.
- Good Health Choices - 3 sessions delivered on money matters and mental health first aid in Woodside, with participants knowledge increasing.

Key Issues/Risks

Key Issues/Risks for this period

No Project Manager identified for COPD project aim.

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

Overall Progress

No. of LOIP projects	No. of Live projects	No. of New Charters Due	No. of New Charters Received	% of Revised Charters Approved	No. of Revised Charters Postponed	Overall RAG
9	8	0	0	13	2	

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	New/ Revised Charter Due	Current progress scale	Locality Link	Project Progress RAG	Summary and Reason for RAG
12.1	<u>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.</u>		Sep 21 Postponed to Nov 21	6	None		Revised charter postponed to ADP in Nov 21. Project actively testing & showing improvement in the delivery of a service targeting young people with increasing vulnerability, prior to need for formal statutory intervention.
12.2	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.		TBC		None		Replacement PM to come into post. Start date awaited. On hold.
12.3	<u>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.</u>		Nov 21	5	N		New PM in place and transfer of project underway and revised charter on schedule ADP in November 21. Existing changes being reviewed.
12.4	<u>Increase the number of alcohol brief interventions delivered by Primary Care providers and other professionals to above levels achieved in 17/18 by 2023</u>		Nov 21	6	None		New PM in place and transfer of project underway and revised charter on schedule ADP in November 21. Existing changes being reviewed. Data will not be provided by primary care for Q4 19/20 or the entire 20/21 financial year. No ABI data has been received since Q2 20/21.
12.5	<u>Increase the uptake of alcohol treatment by improving access to alcohol services and ensuring they are local, integrated and targets areas of greatest need by 10% year on year by 2023.</u>		Dec 21	6	N & C		New PM in place and transfer of project underway and revised charter on schedule ADP in December 21. Existing changes being reviewed.
12.6	<u>Reduce the incidence of fatal drug overdose through innovative developments and by</u>		Sep 21	6	S		Revised charter approved by ADP in Sept 21.
12.6	by increasing the distribution of naloxone by 10% year on year by 2022.						
12.7	<u>Increase opportunities for individuals who have been at risk of Blood Borne Viruses, being tested and accessing treatment by 2023.</u>		Oct 21 Postponed to Nov 21	6	C		Revised charter postponed to ADP in Nov 21
12.8	<u>Increase uptake of drug treatment and specifically within Locality Areas by 10% each year by 2023.</u>		Dec 21	6	N & C		Revised charter due to be submitted to ADP in Dec 21. Changes being tested.
	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.		Apr 22	2	N & C		PM in place and on schedule for reporting in April 22

Key Outcomes/Activity

Highlights/Key Outcomes for this period

- Support for Vulnerable Young People at Risk of Substance Misuse – data showing improvement in the delivery of a service targeting young people with increasing vulnerability, prior to need for formal statutory intervention, where they had previously been no such provision exclusively for this level of (Selective-Indicated) prevention.

Key Issues/Risks

- Capacity within ADP to progress on projects due to ongoing vacancy.
- Provision of ABI data

Stretch Outcome 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

Overall Progress

SO Trend	No of. LOIP projects	No. of Live projects	No. of New Charters Due	No. of New Charters Received	% of revised charter approved	Overall RAG
↑	3	3	0	0	100	●

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	New/ Revised Charter Due	Current progress scale	Locality Link	Project Progress RAG	Summary and Reason for RAG
13.1	<u>Reduce public sector carbon emissions by at least 7% by 2023.</u>	●	Sep 21	6	None	●	Revised charter approved. Project actively testing with Green Champions and data on tests showing improvement.
13.2	<u>Reduce the generation of waste in Aberdeen by 8% by 2023.</u>	●	Sep 21	6	C	●	Revised charter approved and project actively testing. Data from April 21 showing a monthly increase in no. of reusable menstrual product libraries
13.3	<u>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.</u>	●	Sep 21	6	N & C	●	Revised charter approved. Project testing and held session as part of come and network week.

Page 54

Key Outcomes/Activity

Highlights/Key Outcomes for this period

- Reducing Public Sector Emissions - Data since Feb shows a monthly increase in the Emissions saved by Green Champions tCO2e . There are now 37 Green Champs in ACC. See the visual outcome of tests 3 & 4 at https://communityplanningaberdeen.org.uk/wp-content/uploads/2021/10/Carbon-Reduction-Summary-Test-3_4.pdf
- Reducing Waste – Since April 21, 16 product libraries are now located across the city and are open for the public to collect Reusable menstrual products.

Key Issues/Risks

No Key Issues/Risks for this period

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

Overall Progress

SO Trend	No of. LOIP projects	No. of Live projects	No. of New Charters Due	No. of New Charters Received	% of Revised Charters Approved	No. of Revised Charters Postponed	Overall RAG
→	2	2	0	0	100	0	●

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	New/ Revised Charter Due	Current progress scale	Locality Link	Project Progress RAG	Summary and Reason for RAG
14.1	Increase % of people who walk as one mode of travel by 10% by 2023.	→	Sep 21	6	N & C	●	Revised charter approved and connections with communities made.
14.2	Increase % of people who cycle as one mode of travel by 2% by 2023.	→	Oct 21	6	N, S & C	●	Revised charter approved and connections with communities made.

Key Outcomes/Activity

Highlights/Key Outcomes for this period

- Cycling - 'Light for Dark Nights initiative' launched to educate cyclists on road safety and being visible and giving out bike lights where appropriate.
- Walking – Connections made with community connectors, highlights:
 - In Central, locations for benches to support and encourage more people to walk to their medical appointments have been identified and provision of benches now being investigated.
 - In the South, new health walk at with RGU for staff and students developed and launched.
 - In North, highlighting the existing health walk and encourage people to take part, with the Community Connector putting an article in the local Middlefield Mirror see below.

Middlefield Mirror [article](#)

Key Issues/Risks

No Key Issues/Risks for this period

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

Overall Progress

SO Trend	No of. LOIP projects	No. of Live projects	No. of New Charters Due	No. of New Charters Received	% of Revised Charters Approved	Overall RAG
	3	2	0	0	100	

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	New/ Revised Charter Due	Current progress scale	Locality Link	Project Progress RAG	Summary and Reason for RAG
15.1	<u>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.</u>	→	Sep 21	6	N, S & C		Revised charter approved & testing ongoing.
15.2	<u>Increase community food growing in schools, communities and workplaces by 12 2023.</u>	→	Oct 21	6	N, S & C		Revised charter approved & testing ongoing.
	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).		Feb 22	2	S		Project Manager and Team in place, charter being developed.

Page 56

Key Outcomes/Activity

Highlights/Key Outcomes for this period

Community led Green Spaces - Keep Scotland Beautiful has highlighted that Aberdeen continues to lead the way in terms of community groups and volunteers linked to green spaces. Their Its Your Neighbourhood campaign has seen Aberdeen register more local groups than any other Scottish local authority. As well as being Gold Medal winners for the city, we also won the Wright Award for Sustainability. This was for our green space work with wetlands, woodlands and wildlife.

Aberdeen Communities Together submission to the RHS Community Awards 2021, Aberdeen received the top award 'Outstanding' in the Green Solution category for our Working Wetlands, Working With Wildlife & Nature submission. We also received the 'Achievement' Award for Craster, in the Nourishing Your Community Awards.

Key Issues/Risks

No Key Issues/Risks for this period

Improvement Project Key

Overall Rag Key  **On track**  **Off Track**  **Off Schedule**

Trend Key:  **Improving**  **Declining**  **Steady**  **Baseline data only**  **No data**

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

This page is intentionally left blank

Appendix 2 - List of New Charters for Consideration

Project Ref	Project Aim	Charter Status	OIG Chair
Economy Project Charters			
1.2	Reduce by 50% the number of homes with an EPC rating of F&G by 2023, leading to 100% by 2026.	Ready	Derek McGowan (ACC)
1.3	Ensure 100% of people presenting as homeless have a full financial assessment and access to all appropriate benefits by 2023.	Ready	Derek McGowan (ACC)
1.4	Increase support for those who have been most disadvantaged through the pandemic by 2023.	Ready	Derek McGowan (ACC)
2.2	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.	Ready	Allison Carrington (SDS)
People (Children & Young People) Project Charters			
5.1	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.	Ready	Graeme Simpson (ACC)
5.2	Increase by 80% the use of digital wellbeing resources for children and young people's mental health and wellbeing by 2022.	Ready	Graeme Simpson (ACC)
7.2	Increase the number of vulnerable learners entering a positive and sustained destination by 7% by 2023.	Ready	Graeme Simpson (ACC)
8.2	Increase to 100% of staff working directly and indirectly with children who have received child friendly city training by 2023.	Ready	Graeme Simpson (ACC)
8.3	Increase by 50% the number of communications which are accessible to children and young people by 2023.	Ready	Graeme Simpson (ACC)
People (Vulnerable Adults) Project Charters			
10.6	Increase by 15% victims of domestic abuse receiving support by 2022.	Ready	Derek McGowan (ACC)
10.7	Increase by 10% the number of clients who access assessment/support/treatment/services in relation to mental health issues.	Ready	Derek McGowan (ACC)
11.5	Reduce youth homelessness by 6% by 2023.	Ready	Sandra MacLeod (HSCP)
11.6	Increase the number of unpaid carers feeling supported by 10% by 2023.	Ready	Sandra MacLeod (HSCP)

This page is intentionally left blank

1.2 Energy Performance in Housing (2021)

<p>Improvement Project Title Energy performance in housing</p>
<p>Executive Sponsor Derek McGowan – Chair of Anti-Poverty Group and Chief Officer – Early Intervention and Customer Empowerment</p>
<p>Project Lead Name: Mel Booth, Senior Housing Strategy Officer, ACC Email Address: mebooth@aberdeencity.gov.uk</p>
<p>Aim statement Reduce by 50% the number of homes with an Energy Performance Certificate (EPC) rating of F&G by 2023, leading to 100% by 2026.</p>
<p>Link to Local Outcome Improvement Plan Stretch Outcome 1 – No-one will suffer due to poverty by 2026. Links with LOIP Improvement Project - 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.</p>
<p>Link to Locality Plans There are community ideas for improvement aligned to this project from the South Locality Plan - promote relevant grants to householders.</p>
<p>Why this is important and issues with the current system?</p> <ul style="list-style-type: none"> • The Scottish Government’s consultation on Scotland's energy efficiency programme demonstrated a clear consensus around setting long-term targets for energy efficiency in Scotland. In response, all residential properties in Scotland will be required to achieve an Energy Performance Certificate (EPC) rating of at least EPC C by 2040. EPCs are used to set the standard and are widely known and provide a clear way to model and understand a building's energy performance. • Making homes more efficient can help lower energy bills, but the upfront cost of energy efficiency measures often puts people off because they can’t afford it or would rather prioritise their money in other ways. Home Energy Scotland which is funded by Scottish Government and managed by SCARF in Aberdeen informs residents about the funding options which may be available. The funding options may be in the form of a grant or an interest free loan. • Poor energy performance of homes contributes to fuel poverty. • The installation of energy efficiency measures can improve the energy performance of homes. • The installation of energy efficiency measures supports good physical and mental health primarily by creating healthy indoor living environments with healthy air temperatures, humidity levels, noise levels, and improved air quality. • According to the Scottish House Condition Survey 2017-2019, 4% of homes in Aberdeen have an EPC performance of F&G which equates to approximately 4,280 homes. • Community engagement and promotion regularly takes place via SCARF and Home Energy Scotland, but it has never been directed by the communities themselves. This project allows to us to see if co-designed community led promotion results in a better uptake of schemes.

Measures

- **Outcome measures**

The number of homes with an EPC rating of F & G. (Scottish House Condition Survey)

The percentage of homes with an EPC rating of F & G. (Scottish House Condition Survey)

- **Process measures**

1. Campaign analytics (Change Idea 1)
2. The number, type and place of community awareness sessions. (Change Idea 2)
3. The number of people attending the awareness sessions (Change Idea 2)
4. The number of enquires to SCARF from the North, South and Central localities in relation to grants following each promotions/awareness session. (Change Idea 1,2,4,5)
5. The number of energy efficiency grants applied for North, South and Central localities. (Change Idea 1,2)
6. The number of energy efficiency measures installed in private homes. (Change Idea 1,2)
7. The number of energy efficiency measures installed in council homes where the current tenant has previously refused to have the measure installed. (Change Idea 3)
8. The number of homes which had an EPC rating of F&G contacted. (Change Idea 4,5)
9. The number of homes with an EPC rating of F&G contacted who contacted SCARF following communication. (Change Idea 4,5)
10. The number of homes which had an energy efficiency measure installed. (Change Idea 4,5)
11. The number of homes where energy efficiency rating has improved. (Change Idea 4,5)
12. The number of homes which is no longer a F&G rated property. (Change Idea 4,5)

- **Balancing measures**

The number of households living in fuel poverty.

The number of households living in extreme fuel poverty.

Change ideas

1. Test whether a targeted promotional campaign of the relevant grants to private sector householders increases the number of energy efficiency measures installed and home energy performance improves. (South Locality Plan)

Residents should be informed of grants and loans that are available to them regarding energy efficiency products. This will be done via SCARF/Home Energy Scotland.

2. Test whether the community awareness sessions have been successful in increasing uptake of grants resulting in an increased number of energy efficiency measures installed.

SCARF/Home Energy Scotland will initially engage with community groups and community led initiatives to attend their groups/set up sessions to provide advice and assistance on the various types of support which are available to assist with the installation of energy

efficiency measures. The sessions will be virtual and face-face where possible and will be designed to raise awareness of types of support available and provide guidance on grants/loans that are available. The session will also link in with other support packages such as the Energy Company Obligation programme which is currently being managed by SCARF.

3. Test whether revised information provided to tenants that promotes the benefits of energy efficiency measures in their homes increases the number of energy efficiency measures installed and home energy performance improves.

There is a reluctance from some tenants to allow energy efficiency measures to be installed in their homes, for example, those who have lofts full of personal belongings. The benefits to the tenants, including financial benefits, will be highlighted to the tenants to encourage more uptake.

4. Test whether working with letting agents to promote the uptake of energy efficiency measures in the private rented sector increases the number of energy efficiency measures installed and home energy performance improves.

Landlords should be advised of all the assistance that is available via SCARF/HES to promote uptake of energy efficiency measures. This can be done through ECO (Energy Company Obligation) schemes which allow households who would not qualify for government funding to get certain energy efficiency measures installed through ECO funding. SCARF is working with an installation company to install energy efficiency measures in homes. The number of referrals and the number of installations will be recorded which will contribute to the improvement in energy performance. EPCs will be carried out pre and post the installation of energy efficiency measure(s).

5. Test whether direct communication to householders of properties we believe may have an EPC rating of F & G to raise awareness of the relevant grants increases the number of energy efficiency measures installed and home energy performance improves.

Residents should be informed of grants and loans that are available to them regarding energy efficiency products. This will be done via SCARF/Home Energy Scotland and should include details on ECO funding as in 4 above.

Location/Test Group

City wide promotion, but the South Locality initially for promoting relevant grants to householders.

Tenants; city wide; initially north locality

Householders of properties we believe may have an EPC rating of F & G; citywide

Resources

All ideas will be resourced through existing resources.

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

1. Lack of funding for private sector housing to allow the required energy efficiency measures to be installed.
2. Not all buildings will be able to achieve EPC E or above, and in some cases the cost of the work may outweigh the energy saving benefits.
3. No detailed information held by Aberdeen City Council on the location of private sector low energy performance properties.
4. Baseline information may not be accurate – 4% as the baseline from SHCS may be lower than what is the case due to the large numbers of granite properties in Aberdeen.
5. Scottish Government targets in relation to energy efficiency permits exemptions which means it is accepted that it is not always possible to achieve 100%. We will also need to accept the exemptions so it needs to be clear that we will never be able to truly meet the target of no EPC F & G homes by 2026.
6. Shortage of local contractors to be able install measures if there were to be a large uptake.

Project Team

Mel Booth – Strategic Place Planning, ACC
 Sara Cameron – Corporate Landlord, ACC
 Mark Shaw – Corporate Landlord, ACC
 Ian Perry – Corporate Landlord, ACC
 Lawrence Johnston – SCARF
 Chris Hunt, Grampian Housing Association
 TBA – Private Rented Sector rep

Community Ideas for Improvement Evaluation/Status

Community Ideas for Improvement	Evaluation Rationale
North	Input received from North LEG on 06 October 2021. Focus group to be established to review promotional materials to ensure messages are clear.
South	Engaging with locality on how to co-produce the promotional campaign.
Promote relevant grants to householders	This is a change idea for this project.
Central	No community ideas for improvement, however, we are actively seeking input from these communities through the LEGS/PNP.

Outline Project Plan

Project Stage	Actions	Timescale
Getting Started (Project Score 1-3)	1. Project area identified and agreed.	07 October 2021
	2. Draft Outline Project Charter and team in place.	07 October 2021
	3. Understanding baseline of current system.	07 October 2021

Designing and Testing Changes (Project Score 4-7)	4. Project Charter endorsed by CPA Board 5. Change ideas and project measures further refined and prioritised 6. Testing underway 7. Initial indications of improvement	November 2021 30 November 2021 31 January 2022 30 June 2022
Implementing and sustaining changes that demonstrate improvement (Project Score 7-10)	8. Improvements achieved & spread plans developed	November 2022
Spreading Changes (Project Score 9-10)	9. Sustainable improvement seen across the system 10. Project aim achieved	February 2023 2023

This page is intentionally left blank

Charter 1.3 Financial Assessment Tool (2021)

Improvement Project Title Financial Assessment Tool
Executive Sponsor Derek McGowan, Chair of Anti-Poverty Group
Project Lead Name: Angela Kazmierczak, Financial Inclusion Team Leader (ACC) Email Address: akazmierczak@aberdeencity.gov.uk
Aim statement Ensure 100% of people presenting as homeless have a full financial assessment and access to all appropriate benefits by 2023.
Link to Local Outcome Improvement Plan <ul style="list-style-type: none">• Stretch outcome 1 No one will suffer due to poverty by 2026 Links with improvement projects: <ul style="list-style-type: none">• Reduce youth homelessness by 6% by 2023.• 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.• Increase the uptake of unclaimed benefits across Aberdeen City by 2023.
Link to Locality Plans There were no community ideas for improvement aligned to this project.
Why this is important and issues with the current system? Currently when households approach for homelessness assistance, we do not carry out a full financial assessment to ensure they are receiving full benefit entitlement and to try and identify those at risk of be unable to sustain a tenancy due to financial issues. This would only be done if the household was referred to the Financial Inclusion Team by the agency working with the person. Referrals to the team is often when households are already in problem debt and unable to claim back benefits, due to time limits in backdating of those benefits. By ensuring all households have a financial assessment at point of access to Housing for a homelessness assessment either through ACC or one of our support partners this should ensure all households get a full benefit check to maximise income where possible and shift those receiving advice on entitlement to benefits/problem debt at the earliest opportunity to maximise income, support tenancy sustainment and reduce rent arrears.
Baseline Data In 2019/2020 - <ul style="list-style-type: none">• There were 1,487 homeless applications• 1,224 households were assessed as being unintentionally homeless and owed a duty to re-house• 154 or 10.3% applicants recorded financial difficulties as a contributing factor for their homelessness• 835 of homeless households were re-housed through ACC• 79 of the 835 tenancies left within a year• 390 or 52% of these remaining new tenancies recorded rent arrears of £500 or higher after 1 year.

- 152 applicants were re-housed through RSL accommodation

Digital Tool

Entitledto is an internet-based system which will be accessed either through the Self-serve function on a URL link on ACC website or adviser led. Two tools have been purchased to meet the LOIP outcomes.

Benefit Calculator

- Help our customers understand their entitlements with our own branded benefits calculator
- Designed to be self-service freeing up staff resources though with the option of an adviser led assistance for those more vulnerable.
- Other agencies supporting household could access the self-serve function when supporting households.
- Hundreds of help pages available to assist individuals to understand their own entitlement
- Signpost users on where and how to claim
- Management Reports will show how many people have accessed the tool along with the additional benefits identified.

Affordability Calculator

- Maximise the income through a benefit check of prospective tenants so their tenancy succeeds
- Gathers information on income/expenditure and debts which helps to establish affordable housing options
- Helps identify vulnerable tenants requiring tenancy support to target resources and interventions where needed.

Whilst this charter focuses on those approaching the Council for a homelessness assessment, there are other opportunities these digital tools could be used to help improve outcomes for households. With working with other agencies to promote the use of these tools we hope that this early intervention work will ensure household checks they are always receiving the correct entitlement to benefits and help reduce the number of people presenting as homeless due to financial reasons.

Measures

Outcome measures

- % of people presenting as homelessness who have a full financial assessment and access to the appropriate benefits.
- % of people who have a full financial assessment
- % of people who have access to all appropriate benefits

Process measures

- % of new tenancies allocated to homeless household in rent arrears of £500 or higher during the first year
- % of households approaching the Council for a homelessness assessment who complete a benefit check
- % of people where new benefits are identified
- % of people self-serving for the financial assessment
- No. of organisations referring individuals for a financial assessment
- % of people supported to complete the financial assessment
- Amount (£) of Financial gains identified
- Amount of Financial Assessment carried out
- Check rent balance at certain periods of customers who have used the tools

<ul style="list-style-type: none"> No of people supported to complete the assessment by support organisations No. of people referred/offered support who did not complete the assessment <p>Balancing measures</p> <ul style="list-style-type: none"> % of those prevented from having to present at homelessness % of those repeat homeless applicants recorded financial difficulties as a contributing factor for their homelessness 		
<p>Change ideas</p> <ul style="list-style-type: none"> To test use of an online digital tools to carry out a full financial assessment when household present as homeless to ensure all eligible benefits are claimed and identify any household who may struggle to sustain their tenancy due to financial problems. To test referral of individuals presenting as homeless to support organisations to support completion and understanding of the assessment 		
<p>Location/Test Group We will be testing this with all household who approach the Council for Housing through Housing Options module.</p>		
<p>Resources A digital tool will be financed within existing resources for 1 year.</p>		
<p>Potential risks and/or barriers to success & actions to address these Customer refusing to complete the Affordability Tool</p> <ul style="list-style-type: none"> Assistance will be offered to those who may struggle to complete the online tool Staff may not send out link to complete affordability calculator or record the outcomes Full training will be provided to all staff and reports generated to identify cases which have not had the financial assessment. Individual may not have digital access to self-serve or the digital skills 		
<p>Project Team Graeme Gardner – ACC Rapid Rehousing Team Leader Martin Nicol – ACC QA & PM Officer Morag Hannah – ACC Senior Housing Options Officer Steve Hughes – Turning Point Scotland Clare Carter – ACC Support Officer David Bryce – ACC Systems Development Officer David Campbell – Langstane Leona McDermid - Foyer Ilona Rennie from Shelter Daniel Thompson from Grampian Housing Association.</p>		
<p>Community Ideas for Improvement Evaluation/Status There were no community ideas for improvement aligned to this project.</p>		
Outline Project Plan		
Project Stage	Actions	Timescale
Getting Started (Project Score 1-3)	Identifying digital tool Establishing project team Understanding system Gathering baseline data	Completed
Designing and Testing Changes (Project Score 4-7)	Charter Submitted to board for approval Training to staff	Nov 2021 Nov 2021

	<p>Creating a process to record on Iworld the implementing and promoting the self-serve benefit calculator</p> <p>Analysis of data from calculator</p> <p>Multi agency review of individuals not completing the self-serve to determine reasons why and any barriers to overcome.</p>	<p>Nov 2021</p> <p>Ongoing</p> <p>Ongoing</p> <p>Jan 2022</p>
<p>Implementing and sustaining changes that demonstrate improvement (Project Score 7-10)</p>	<p>An advance analysis of the outcomes of the calculator 3 months before end of the contract to evidence improvements and extend contract for 2 years with to meet the LOIP aim.</p> <p>Feedback will be sought from those with lived experience.</p>	<p>April 2022</p> <p>April 2022</p>
<p>Spreading Changes (Project Score 9-10)</p>	<p>Aim achieved.</p>	<p>April 2023</p>

Charter 1.4 Tackling the unequal impact of COVID-19 (2021)

Improvement Project Title Tackling the unequal impact of COVID-19 (2021)
Executive Sponsor Derek McGowan
Project Lead Name: Dave Black Job Role & Organisation: General Manager, GREC Email Address: dblack@grec.co.uk
Aim statement Increase support for those who have been most disadvantaged through the pandemic by 2023 (<i>with a focus on women and ethnic minority communities</i>) In terms of “support”, the improvement group will initially focus on the existing support services that are provided in relevant areas (e.g. around employability), and how that can be better targeted to groups most disadvantaged by COVID-19. As the project develops, we want to better understand if this support is working for the target communities of this project, or if there are other forms of support that might better meet needs and gaps.
Link to Local Outcome Improvement Plan The project sits under stretch outcome 1: No one will suffer due to poverty by 2026
Link to Locality Plans The project has links with the North and South locality plans.
Why this is important and issues with the current system? The COVID-19 pandemic and associated pandemics have shone a spotlight on, and exacerbated inequalities within Scottish society. The impact on a wide range of groups, including women, ethnic minority communities, disabled people, those facing socio-economic disadvantage, younger and older people, is evidence with a wide range of data in the Scottish Government report, The Impacts of COVID-19 on Equality in Scotland . There is limited equalities data at a local level to make exact comparisons with the national picture, but we know from the data we have, the feedback from those working in the third and public sectors, and from the lived experience of individuals in our communities, that these unequal impacts of COVID-19 are being played out within Aberdeen City. Gender – national data Employment rate 2020 (16-64): female 71.0%; male 76.1%; overall 73.5% (Source: Skills Development Scotland) Gender – local data Employment rate 2020 (16-64): female 72.4%; male 70.7%; overall 71.5% (Source: Skills Development Scotland) From DWP data we know that between March 2020 and June 2021 the number of females in receipt of Universal Credit in the UK rose from 4012 to 9190.

Those accessing ABZ Works support:

<u>Gender</u>	
Female	96
Male	141
Other (including not provided)	6
	<hr/>
	243

The SDS Regional Skills Assessment for City and Shire (July 2021) concludes that there is under-representation of women in the regional workforce.

Those working in the PACE programme (supporting individuals facing redundancy) said that despite women being more likely to work in employment sectors likely to face redundancy there were fewer females than males accessing the service. Between April 1st and July 31st of those whose gender was recorded, 20 individuals were male, 9 were female, which we believe is suggestive of a lack of awareness of the support available, as well as potentially other barriers.

Ethnic minority communities – national data

Unemployment rate (16+): ethnic minorities 9.7%; “White” 4.0%; Overall 4.4%

Ethnic minority communities – local data

The SDS Regional Skills Assessment for City and Shire (July 2021) concludes that there is under-representation of ethnic minority communities in the regional workforce, and the regional rate of employment for ethnic minority communities was lower than for these communities in Scotland as a whole.

Those accessing ABZ Works support:

<u>Ethnicity</u>	
Ethnic Minority Background	13
White (inc. Scottish, Irish, English and other)	171
Not Provided / Unknown	59
	<hr/>
	243

These figures highlight that there is a lower than proportionate number of people from ethnic minority backgrounds accessing support (given that ethnic minority make up around 17% of the population in Aberdeen).

Homestart have shared that they are seeing increased referrals from ethnic minority communities, particular from those with No Recourse to Public Funds. In addition, the Hardship Fund received a significant proportion of applications from ethnic minority community organisations based on their communities being unable or facing barriers to accessing mainstream support, with No Recourse to Public Funds again being a key issue. This suggests that support is being accessed to deal with the impacts of poverty, but perhaps not the causes (in this case unemployment).

We continue to collect data that help us better understand the system, including data that relates to other disproportionate impacts of COVID-19, including hate crime data, and health related data. In the meantime, our understanding of the data is that women and particularly ethnic minority communities are over-represented in terms of

unemployment and under-represented in terms of accessing relevant employability support.

We recognise that most of these inequalities existed before COVID-19. They are part of the structural inequalities built within our societal systems. Without understanding and addressing these inequalities, we will not be able to reach our vision of an Aberdeen where everyone can prosper, no matter their background. Without further interventions, the short term unequal impacts of COVID-19 will become medium and longer term impacts, having a cumulative effect alongside pre-existing structural inequalities.

This improvement project challenges community planning partners to understand structural disadvantage, to interrogate our existing interventions and attempts to address long-standing inequalities, and to gain a better understanding of the lived experience of Aberdeen's diverse communities.

The improvement project is very broad, with a whole range of inequality types that are highlighted in the Scottish Government research, e.g. increased experiences of hate crime, increased mental health problems and loneliness, increase in domestic abuse, and further areas. On the basis of the data available, to the project will at least initially focus on the economic/employment aspects of the unequal impact of COVID-19, with a focus on ethnic minority communities and women as target groups. However, as we identify and compare more local data around unequal impact, we will take a flexible approach to the targeted groups, updating our project charter accordingly. We plan to continue building up our understanding of the system by engaging with community groups, particularly those relevant groups who received "Hardship funding", earlier in 2021.

Measures

• Outcome measures

- The (un)employment rate of women and ethnic minorities relative to comparable groups.
- The no. of women and people from ethnic minority communities being supported by the most relevant agencies (PACE, ABZ Works, Pathways)
- The number of people with No Recourse to Public Funds accessing specialist employability/redundancy support

• Process measures

- Campaign analytics to show impact of different platforms/approaches
- No. of women and individuals from ethnic minority communities accessing support during and after targeted campaign, and how they found out about the support
- No. of women and individuals from ethnic minority communities attending event engaged with PACE and ABZWorks
- No. of women and individuals from ethnic minority communities seeking support after attending event engaged with PACE and ABZWorks
- No. of ethnic minority/women community groups/organisations undertaking employability/training capacity building;
- No. of people referred for employability support from ethnic minority/women's community groups/organisations.

<ul style="list-style-type: none"> • Balancing measures <ul style="list-style-type: none"> – DWP claimant count rate for affected communities (though unclear if data available for ethnic minorities at a local authority level).
<p>Change ideas</p> <ul style="list-style-type: none"> • Test how a co-designed, targeted promotion campaign around employability support available, increases the number of women and people from ethnic minority communities access employability support (North & South LPs) • Test how an event promoting the support available through PACE and ABZWorks encourages women and people from ethnic minority communities to engage with employability support in the city (North & South LPs) • Test whether training/capacity building of groups who engage with/support people from ethnic minority communities and women in the City (including some of the organisations who applied for Hardship Funding earlier in 2021) increases the number of people from ethnic minorities/women referred to and accessing available employment support. • Test how specialist employability support aimed solely at people with No Recourse to Public Funds increases engagement and access to employment for this group, as well as building our understanding of inequalities in the City (North LP)
<p>Location/Test Group</p> <p>The south locality identified a need to run community sessions for people faced with losing their jobs. We will therefore start by running a pilot within the south locality, promoting the support available through PACE and ABZWorks. We work with people within the South Locality to design a communication plan to reach women and ethnic minority communities in particular.</p> <p>The north locality identified a need to ensure that support is available for families that do not qualify for benefit assistance and test re specialist support will start in that locality.</p> <p>Test 2 and 3 will be city wide and focus on women and people from ethnic minorities.</p>
<p>Resources</p> <p>The first three tests of change will be deliverable within the resources of the project team and further partner organisations.</p> <p>The third change idea would require additional funding, and may align with some underspend within Aberdeen City Council’s Hardship Funding. We have had some discussions with Aberdeen City Council about this, and will follow these up as we firm up the delivery plans.</p>
<p>Potential risks and/or barriers to success & actions to address these</p> <p>The systems around inequalities are so complex that there will be over-lapping issues that will prevent us from building a full picture of the reality of those experiencing inequalities. For example, while we look at Universal Credit claims as a measure of disproportionate impact we will miss those who have not made a claim, e.g. for reasons of stigma around benefits, or limited digital access/skills, as well as those who are unaware that they might have an entitlement to some benefits or other support. Where possible we will make links with other improvement project groups to raise these issues</p>

and encourage that these are considered (e.g. in the project focused on increased benefit take up).

There are many impacts of COVID-19 that seem impossible to measure, e.g. the combined impact of women being disproportionately represented in sectors where there was a very high demand for stressful work during COVID-19 lockdowns (e.g. health and social care) while also tending to bear the brunt of domestic duties/responsibilities and home schooling. How much of this impact is short term, and how much will be medium and longer term? We aim to build up a clearer picture through engagement with communities and gathering insights into lived experience and impacts around mental health.

There is a risk that those in other groups disadvantaged will by COVID-19 will be frustrated that the focus is on women and ethnic minority communities (though important to note that intersectional identities will mean that those belonging to these groups, will also be part of others, such as disabled people, older people, those living in socio-economic disadvantage etc.). There is not scope within the project to cover all areas of inequality experienced by all the different groups that have been identified. Our aim is that as the data we have access to improves, and as we test out ideas, we can expand our focus to a broader range of groups as the project continues.

Project Team

Dave Black (Grampian Regional Equality Council)
 Baldeep McGarry (Equalities Team, Aberdeen City Council)
 Versha Hurry (Social Security Scotland)
 Ishbel Greig (Employability, Aberdeen City Council)
 Susan Thoms (Fairer Aberdeen Fund, Aberdeen City Council)
 Claire Shaw (ACVO)
 TBC (Pathways)

Community links are in place via GREC’s and ACC’s connections, e.g .through Aberdeen Women’s Alliance, GREC’s on-going project around No Recourse to Public Funds which includes a community leaders group and potentially a lived experience group.

Community Ideas for Improvement Evaluation/Status

Community Ideas for Improvement	Evaluation Rationale
North	Presentation to Locality Empowerment Group 6/10/21
Ensure that support is available for families that do not qualify for benefit assistance.	This aligns to the change idea of a pilot initiative offering targeted employability support for people with No Recourse to Public Funds
More support for people with disabilities – including better access; tackling discrimination/hate crime and better opportunities for disabled people to participate.	Discussion with communities to explore this idea to be held but likely that a focus on disabled communities will fall outwith the scope of the early stages of the project. Hate crime/discrimination is the focus of another project and other employability projects which may include this aspect - linkages made.

Increased support for individuals' wellbeing beyond the pandemic.	Discussion with communities to explore this idea to be held and connections to be made to Stretch Outcome 12 projects as this does not align with the initial employment/employability focus of the project.	
Raise awareness of poverty across the locality to break down the barriers around poverty and stigma.	Further discussion to explore how this could be part of the raising awareness change ideas being tested in the locality.	
Share learning from pop-up TSB services at Danestone	Awaiting connections to better understand what this was and how the learning relates to the project.	
Promote Pathways employability programme.	Aligns to the change idea looking at more targeted promotion of all employability/training support available.	
South		
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.	We will work with communities and the project reps involved in service delivery to understand existing local initiatives, to allow us to ensure we do not duplicate and that that awareness and use of these are raised	
Local sessions to support people losing their jobs (help to apply for benefits, job seeking, CV writing) PACE	Further discussion required but likely that our targeted approach to ethnic minority communities and women will make links with existing employability activity in localities	
Support and signposting to find the right scheme for specific needs	This aligns to change ideas and will work with community to co-design and promote signposting.	
Develop and promote training kitchen in Torry community hub development to tackle food poverty and develop skills for employment.	This aligns to the change ideas re promotion of existing support for training/employment.	
Support community kitchen development with Bon Accord sheltered home complexes to increase social activity, tackle food poverty and develop skills and confidence	This idea requires discussion, though this may be outwith the scope of the initial project change ideas, it may link in with other projects.	
Central	No related ideas highlighted in the Central Locality Partnership	
Outline Project Plan		
Project Stage	Actions	Timescale
Getting Started (Project Score 1-3)	<ul style="list-style-type: none"> - Identifying project lead - Forming the improvement team - Gathering national and local baseline data 	<p>July 23rd 2021</p> <p>July 26th – Aug 18th</p> <p>July 26th – Sept 17th (and on-going)</p> <p>Aug 19th – Sept 17th (and on-going)</p>

	<ul style="list-style-type: none"> - Engaging with relevant partners in public and third sector - Understanding the current system (including more in depth engagement with community groups) - Review of community ideas in relation to narrowed down improvement project ideas 	<p>Aug 18th – Sept 17th (and on-going)</p> <p>Sept 17th and on-going</p>
<p>Designing and Testing Changes (Project Score 4-7)</p>	<ul style="list-style-type: none"> - Further definition and prioritisation of changes - Discussion with community contacts in North and South localities - Further discussion with those delivering relevant interventions - Review of change plans against resources available - Test of change, design workshops with community and additional partners - Initial tests of change implemented 	<p>Sept-Oct</p> <p>Sept-Oct</p> <p>Sept-Oct</p> <p>Oct</p> <p>Nov-Dec</p> <p>Nov 2021 – Feb 2022</p>
<p>Implementing and sustaining changes that demonstrate improvement (Project Score 7-10)</p>	<p>Depending on what is learnt from the above sections, this will further shape this section, but may include: Developing resources and guidance for support services Review of commissioning and funding processes to ensure target groups are reached</p>	<p>Mar-June 2022</p> <p>Mar-June 2022</p>
<p>Spreading Changes (Project Score 9-10)</p>	<p>Reviewing further data around those most disadvantaged and identifying how lessons learned from the above can be implemented in other contexts</p>	<p>June-September 2022</p>

This page is intentionally left blank

Charter 2.2 Start Up Businesses (2021)

Improvement Project Title: Start Up 50 – Supporting individuals to come off universal credits and start a business.
Executive Sponsor: Allison Carrington, Chair of Aberdeen Prospers
Project Lead Name: Roz Taylor & Kirstie McLaughlin Job Role & Organisation: Operations Director & Operations Manager – Elevator & Business Gateway – Aberdeen City & Shire Email Address: roz@elevatoruk.com & kirstie@elevatoruk.com
Aim statement: 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 & by 100 by 2026
Link to Local Outcome Improvement Plan: This improvement project sits within the Economy Theme of the LOIP and sits under stretch outcome 2. “400 Aberdeen City Residents to be supported into <u>Fair Work*</u> by 2026 - (*The Fair Work Convention’s vision, which the Scottish Government shares, is that by 2025 people in Scotland will have a world-leading working life where fair work drives success, wellbeing and prosperity for individuals, businesses, organisations and society.)”
Link to Locality Plans: There are community ideas for improvement aligned to this project from North, South and Central Locality Plans.
Why this is important and issues with the current system? Aberdeen City and Shire has always been a reasonably prosperous region with high levels of start-up activity and new businesses. However, in the last year understandably there has been a reduction in the on the ground engagement and the number of businesses beginning to trade in the region. (Although the drop in start-up numbers is nowhere near where had been anticipated and as a region ACS showed significantly more start up activity that many other local BG regions) Focus had to move to supporting existing businesses within the region who were looking for support to survive. Elevator through the Business Gateway service were able to continue to support both existing and start-up businesses in the region throughout the COVID crisis. This was possible as the BG team were not required to support grant delivery as happened in many other regions which did not have the BG services contracted out. City Start up Figures: 18/19 – 558 19/20 – 576 20-21 – 420 The COVID crisis has also seen a significant increase in the number of individuals who have been in receipt of universal credits within the city region. Early 2020 recorded in the region of 7000 individuals in the city receiving universal credits whereas the most recent figures see over 18,000 city residents in receipt of Universal Credits. Looking further at these figures the age group between 20 and 40 sees the highest number of individuals receiving Universal Credits. Further more the following 4 areas, George St & The Harbour, Northfield/Mastrick North, Tillydrone/Seaton/Old Aberdeen & Torry/Ferryhill all areas which are already seen as priority areas. Central Aberdeen sees the highest no. of people receiving Universal Credits. Taking all of this information into account, and now we are in a position to begin to get out and about into the local communities, there is a need to look a developing change ideas to support

those individuals on Universal Credit to consider and actively move forward in to starting a business as an alternative to remaining on Government Benefits.

There are no baseline figures for No. individuals starting a business within the city who are coming off or significantly reducing their universal credits as we previously didn't currently record this, we are now recording these figures moving forward.

Measures

- **Outcome measures**

No. individuals starting a business within the city who are coming off or significantly reducing their universal credits (baseline: 0)

- **Process measures**

No. of referrals coming from DWP to the BG service per locality (North, South & Central)

No. sessions delivered to claimants of universal credits

No. of Team to Team Sessions held

Level of awareness of staff of work of related organisations, e.g. Job Centre.

No. of individuals on universal credits attending the information sessions

% of individuals who have attended the sessions seeking support/engaging to set up a business

% of individuals who have attended the sessions who start up a business

No. of young people applying for funding through Young person Seed Fund

% of young people who receive funding through Young person Seed Fun who start a business

No. of parents out of work or in work poverty applying for Start-up Funding

% of parents out of work or in work poverty who have received Start-up Funding who start a business

No. of start-up business events held for students

No. of students attending engagement events

% of students who attended the events starting a business

- **Balancing measures**

No. of start-up business deaths within year 1.

Change ideas

- Test how dedicated BG Advisers per locality – Buddied up with DWP advisers – increase the number of direct referrals being passed over to BG (North, South and Central)
- Test how regular Team to Team sessions to understand both what is happening in the Job Centre & BG increase engagement and working between teams
- Test how regular information sessions/webinars for individuals who are on universal credits either digitally or within the job centre increase the number of individuals engaging with BG / setting up a business
- Test how a Young Persons Seed Fund – collaboration between the Council and BG supports young people to start up a business with some funding support through the young persons guarantee fund
- Test how a Start up fund targeted at parents out of work or in work poverty supports parents looking to get back into working through self employment
- Test how events/engagement with students could result in them starting a business – Beauty Therapy, Hairdressing, Photography etc. – Working more closely with the colleges to get BG into those courses which have potential to be self-employed. Historical “Be Your Own Boss” could be looked at again or other ideas which are perhaps digital but delivered to the masses

Location/Test Group

- All three localities
- For the funding options we would look to work with the specific groups which are relevant, E.G. for the Young Persons Seed Fund we will target young people and for the possible other fund for mums returning to work we will focus on these target areas.
- Primarily our focus will be on anyone within the region who is not currently in gainful employment specifically but not exclusively those who are in receipt of universal credits.

Resources

Primarily the resources which are required for the project are people resources.

The seed funds which have been mentioned are delivered and administered through the Council with close collaboration and support in developing the applications, business plans and cash flow forecasts. Engagement is ongoing within the council to develop these further and funds are sourced and secured through different pockets of funding which the council are able to access.

The parts of the charter which are being developed in conjunction with the DWP again are primarily staff resources and none of these resources are seen as additional resources but more engagement and collaboration between the DWP and Business Gateway. We already have connections with DWP this is more about developing more structured process and practices to ensure that the maximum number of people looking to start a business are passed over to the Business Gateway Advisers.

Further education engagement. There are already strong relationships within the colleges and universities within the region and development within these organisations to increase the awareness of support for students who have the potential to start a business is around people resources and relationships.

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

The main risks/barriers within the charter is lack of engagement/commitment from the other partners who are supporting the charter. Historically, while there have been positive engagements when developing projects, it has been difficult to get some organisations to commit to their part of the projects which have taken place and while the project may have been successful the engagement from the locality areas has been less than was hoped. As well as regular project Team meetings, we will have regular engagement with the partners and feeding back on the success and challenges as each change idea is tested will be key moving forward.

Project Team

Business Gateway: Roz Taylor & Kirstie McLaughlin

Locality Managers: Paul Tytler (Central) (with support from Martin Smith (North) and Neil Carnegie (South))

DWP: Karen Robb (with support from Anis Ahmed)

Chamber of Commerce: Shane Taylor (possible change to support individual to John Shaw TBC)

Aberdeen City Council: Jamie Coventry (supporting with statistics), Ishbel Greig (Aberdeen Prospers and Employability Support)

Scottish Enterprise: Martin Barry

Federation of Small Businesses: David Groundwater

Community Ideas for Improvement Evaluation/Status

Community Ideas for Improvement	Evaluation Rationale
North	Project considered by North locality Empowerment Group on 6/10/21
Explore opportunities to grow local social enterprises which contribute to building communities; local relationships and reducing isolation.	This idea is not directly linked with the aim of this project. Social enterprises will also receive support through BG / Elevator, and will be covered in change on BG advisor for each locality.
South	South Locality Manager on the Project Team and connections with the community awaited.
Promote, encourage and support development of community owned	This idea is not directly linked with the aim of this project. However, Social enterprises will also receive support

enterprise –building resilience and creating jobs in the local area	through BG / Elevator, and will be covered in change on BG advisor for each locality.
Raise awareness of the potential to support the development of social enterprises, work with community to identify potential social enterprises and share good practice from elsewhere	This idea is not directly linked with the aim of this project. However, social enterprises will also receive support through BG / Elevator, will be covered in change on BG advisor for each locality.
Support for green jobs and small businesses. Early awareness raising of green job career opportunities.	Supporting green jobs, and other sectors, will be covered in this project and progressed with the 3 localities.
Investigate opportunities for job creation linked to developing leisure potential (cafes, restaurants) of harbour mouth at Torry and creating links to Beach area developments	The project will support individuals looking to start up these types of businesses but there is also a link to the revised City Centre Masterplan.
Central	Central Locality Manager on the Project Team and connections with the community awaited.
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.	This idea is not directly linked with the aim of this project. However, Social enterprises will also receive support through BG / Elevator, will be covered in change on BG advisor for each locality.
Utilise empty premises to encourage new business	The project will explore premises requirements with all new start-ups and connection made to empty premises identified and connection made to empty premises identified.

Outline Project Plan

Project Stage	Actions	Timescale
Getting Started (Project Score 1-3)	Developing the team Completing project charter Existing data supporting the charter Understand the current UC levels within Aberdeen City and activities already in place Connecting with the Community - Initial suggestions from the community did not fit with the Stretch outcome	Team in place Charter developed Baseline Data included Included within the charter Ongoing – request has been sent to local community awaiting response
Designing and Testing Changes (Project Score 4-7)	Charter submitted to CPA MG & Board DWP – Meeting to be set up with Anis & Karen to confirm BG Advisers connecting to Job centre advisers, team to team arrangement, webinars and direct referrals systems	October/November 2021 End October 2021

	<p>Locality – Meeting with Locality Managers to discuss direct engagement with the locality council employees to ensure consistent message and engagement within the locality</p> <p>Funding Programmes – Young Persons Seed Fund – Develop the process of referral and development of seed fund applications</p> <p>Start up fund for Parents out of work or in work poverty – Develop the process of referral and development of Start-Up Fund</p> <p>Further Education – Meet with Local Education establishments to discuss engagement to support the project charter</p>	<p>End October 2021</p> <p>Sept 2021 (Already Developed beginning to test)</p> <p>End Nov 2021 (Concept being discussed)</p> <p>Early 2022</p>
<p>Implementing and sustaining changes that demonstrate improvement (Project Score 7-10)</p>	<p>DWP – Begin first Team to Team, engage dedicated adviser, arrange webinars direct & referral system</p> <p>Locality – Further details to progress from meeting with Locality Managers</p> <p>Start up fund for Parents out of work or in work poverty - Further development to come from the initial meeting</p> <p>Further Education – Develop plans for engagement with students with opportunities to start a business.</p>	<p>November 2021</p> <p>End 2021</p> <p>Early 2022</p> <p>April 2022</p>
<p>Spreading Changes (Project Score 9-10)</p>	<p>DWP – Ongoing engagement between BG and DWP, webinars delivered and regular referrals</p> <p>Locality – Further details following initial meeting</p> <p>Further Funding Applications – Young Persons Seed Fund Start-up fund for people out of work or in work poverty</p> <p>Further Education – Further details following initial meeting</p>	<p>April 2022</p> <p>August 2022</p> <p>April 2022 (Funding Dependant)</p> <p>April 2022 (Funding Dependant)</p> <p>August 2022</p>

This page is intentionally left blank

5.1 Staff Confidence in Supporting Children’s Mental Health (2021)

<p>Improvement Project Title Staff Confidence in Supporting Children’s Mental Health</p>
<p>Executive Sponsor Graeme Simpson, Chair of Children’s Services Board Tracy Davis, Chair of Children’s Mental Health Group</p>
<p>Project Lead Name: Lauren Mackie Job Role & Organisation: Health Improvement Officer (Schools) - ACC Email Address: lamackie@aberdeencity.gov.uk</p>
<p>Aim statement 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</p>
<p>Link to Local Outcome Improvement Plan 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.</p>
<p>Link to Locality Plans North, South and Central Locality Plans identify community ideas or improvement for this project.</p>
<p>Why this is important and issues with the current system? The volume of children accessing support from guidance staff is far greater than pre-COVID and the seriousness of concerns has increased. This includes a rise in concerns of suicide, self-harm, eating disorders and substance use. Guidance staff are concerned about young people’s mental health more now than ever. School counselling lists are very full and young people are being placed on long waiting lists. Young people say that they are not aware of support services that are running or how to access these.</p> <p>All staff based in schools have a role to play in directly supporting, referring or signposting children and young people to appropriate mental health and wellbeing supports or services. Staff must be given the appropriate training opportunities and resources to be confident in their role. Those directly supporting children and young people with more serious mental health concerns need to be supported in their roles to deliver safe, high-quality, evidence-based, relational approaches while maintaining their own resilience and wellbeing</p> <p>Staff in schools will have different levels of knowledge and awareness of how and where to signpost children and young people. To ensure consistency, staff must have easy access to information/resources to help signposting and/or referral of children and young people to relevant local and national supports and services.</p>
<p>Measures</p> <p>Outcome measures Using a scale of 1-10 -</p> <ul style="list-style-type: none"> • Average rating of staff who feel confident to signpost or refer children and young people to internal school supports • Average rating of staff who feel confident that they can support children and young people’s mental health and wellbeing consistent with their role

Process measures

- Number of guidance staff engaging with 1:1 supervision
- Percentage attendance at 1:1 supervision
- Percentage of wellbeing plans completed
- Number of practitioners using the signposting framework
- Percentage of practitioners reporting that the signposting framework is useful
- Percentage of staff who have undertaken e-learning

Balancing measures

Staff Wellbeing - using a scale of 1-10 -

- Average rating of staff who feel staff health and wellbeing is prioritised in their school setting
- Average rating of staff who feel comfortable to raise and discuss their own mental health and wellbeing with a member of the Extended Leadership Team
- Percentage of staff who report their wellbeing has improved

Change ideas

- Wellbeing Toolkits – each pupil will have a personalised plan to help them proactively manage their mental health and have strategies in place for when things are more difficult for them. Aims of the project:
 - Increased focus on and support for staff wellbeing
 - Increased awareness in pupils of their own mental health and what keeps them well (this should also lead to increased resilience)
 - Creation of a school community where there is a common language and understanding of wellbeing and its importance
 - Increased staff confidence in having conversations around wellbeing and signposting and/or referring to other supports where relevant
 - Smoother transitions for pupils to and from specialist services when they are required due to a degree of the ‘baseline’ work being already in place
- Monthly drop-in group supervision:
 - allows professionals to share, normalise and develop positive working relationships through shared experiences
 - normalises experiences and gives a shared and supportive response
 - helps understand themes that may then inform strategic development
 - provides access to the combined knowledge of the group itself and the knowledge and skills of an experienced supervisor who facilitates the session
 - provides an opportunity to compare approaches and experiences with others, helping benchmark skills and behaviours
- 1:1 Supervision for guidance staff:
 - Dedicated one to one supervision means that work can be examined closely, and sessions are relevant to the experience of the supervisee.
 - the supervisor has no management responsibility. The supervisor is responsible for developing a safe, supportive and reflective space that enables the supervisee to explore thoughts, feelings and responses to work based experiences.
- Develop a signposting framework for practitioners to support children, young people and their families. Including national and local agencies/organisations/services. Based on the Mapping of Services undertaken by Jo Aitken and Fiona Cameron.
- Whole school e-learning to ensure practitioners are confident in their role in directly supporting, signposting or referring pupils e.g. SAMH e-learning for secondary schools,

<p>NES C+YP e-learning, Education Scotland Children and Young People’s Mental Health Professional Learning Resource</p> <ul style="list-style-type: none"> • Deliver or support training/ e-learning to the wider community e.g. NES C+YP e-learning or national trauma training programme, Education Scotland Children and Young People’s Mental Health Professional Learning Resource 																	
<p>Location/Test Group Secondary Schools</p>																	
<p>Resources N/A at this time</p>																	
<p>Potential risks and/or barriers to success & actions to address these Continuity of staff in schools Capacity within schools to take on new interventions</p>																	
<p>Project Team Lauren Mackie – Health Improvement Officer (Schools) - ACC Lydia Tait – Education Support Officer - ACC Louise Penfold – Suicide Prevention Development Officer - SAMH Francesca Read – Assistant Support Manager - Penumbra Natalie O’Young – School Nurse Team Lead - ACHSCP Craig Singer – Youth Work and Wider Achievement Manager - ACC Jo Aitken – Project Lead; Fit Like Hubs - ACC Rachel Thompson – Health Improvement Officer (Children and Young People) - ACHSCP Gemma Gilchrist – Educational Psychologist - ACC Elaine Thomson – Head Teacher; Orchard Brae School – ACC Jodi Drummond – District Nurse, North Locality - NHSG</p>																	
<p>Community Ideas for Improvement Evaluation/Status</p> <table border="1"> <thead> <tr> <th>Community Ideas for Improvement</th> <th>Evaluation Rationale</th> </tr> </thead> <tbody> <tr> <td>North Locality</td> <td></td> </tr> <tr> <td>Training for staff in understanding ASD and how to support families.</td> <td>Share with the Autism Outreach Service who deliver training and support to education staff.</td> </tr> <tr> <td>Training to support anxiety in young people.</td> <td>Schools across the city are being trained in ‘Let’s Introduce Anxiety Management’ (LIAM). All school nurses have been trained in this intervention.</td> </tr> <tr> <td>Identify who would benefit from training locally and advertise widely, i.e., uniformed organisations, community centres, volunteers, youth clubs, etc.</td> <td>See change idea – ‘Deliver or support training/ e-learning to the wider community’ Project team will explore this idea further with community connector.</td> </tr> <tr> <td>Ensure information is readily available to support parents.</td> <td>See change idea - ‘Develop a signposting framework for practitioners to support children, young people and their families.’</td> </tr> <tr> <td>Provide support to ensure that people understand the process for referral and who to contact.</td> <td>See change idea – ‘Wellbeing Toolkit’</td> </tr> <tr> <td>Youth hub to support young people to develop life skills and</td> <td>Fit Like Hubs are delivering on this.</td> </tr> </tbody> </table>		Community Ideas for Improvement	Evaluation Rationale	North Locality		Training for staff in understanding ASD and how to support families.	Share with the Autism Outreach Service who deliver training and support to education staff.	Training to support anxiety in young people.	Schools across the city are being trained in ‘Let’s Introduce Anxiety Management’ (LIAM). All school nurses have been trained in this intervention.	Identify who would benefit from training locally and advertise widely, i.e., uniformed organisations, community centres, volunteers, youth clubs, etc.	See change idea – ‘Deliver or support training/ e-learning to the wider community’ Project team will explore this idea further with community connector.	Ensure information is readily available to support parents.	See change idea - ‘Develop a signposting framework for practitioners to support children, young people and their families.’	Provide support to ensure that people understand the process for referral and who to contact.	See change idea – ‘Wellbeing Toolkit’	Youth hub to support young people to develop life skills and	Fit Like Hubs are delivering on this.
Community Ideas for Improvement	Evaluation Rationale																
North Locality																	
Training for staff in understanding ASD and how to support families.	Share with the Autism Outreach Service who deliver training and support to education staff.																
Training to support anxiety in young people.	Schools across the city are being trained in ‘Let’s Introduce Anxiety Management’ (LIAM). All school nurses have been trained in this intervention.																
Identify who would benefit from training locally and advertise widely, i.e., uniformed organisations, community centres, volunteers, youth clubs, etc.	See change idea – ‘Deliver or support training/ e-learning to the wider community’ Project team will explore this idea further with community connector.																
Ensure information is readily available to support parents.	See change idea - ‘Develop a signposting framework for practitioners to support children, young people and their families.’																
Provide support to ensure that people understand the process for referral and who to contact.	See change idea – ‘Wellbeing Toolkit’																
Youth hub to support young people to develop life skills and	Fit Like Hubs are delivering on this.																

confidence in their ability and deal with any issues affecting their wellbeing.	
Share practice amongst organisations about being a Trauma-Informa workplace.	All schools are currently undertaking 'Connected and Compassionate Communities' training which is a trauma-based training resource from Education Scotland. See change idea – 'Deliver or support training/ e-learning to the wider community'
Promote MindU mental health recovery support programme aimed at ages 12-25.	More appropriate for Project Aim 'Increase by 80% the use of digital wellbeing resources for children and young people's mental health and wellbeing by 2022'
South Locality	
Promote and embed MEOC /Teachback with staff and services supporting children and families.	The 'Wellbeing Toolkit' will be the approach taken to have MEOC style conversations.
Central Locality	
Ensure staff are aware at a local level of services available to support young people's mental wellbeing.	See change idea - 'Develop a signposting framework for practitioners to support children, young people and their families.'
Explore counselling in communities.	Project team will explore this idea further with community connector.
Raise awareness of counselling support from 3rd sector.	This will form part of change idea - 'Develop a signposting framework for practitioners to support children, young people and their families.'
Increase awareness/confidence in professionals signposting people – MEOC approach.	The 'Wellbeing Toolkit' will be the approach taken to have MEOC style conversations.

Outline Project Plan

Project Stage	Actions	Timescale
Getting Started (Project Score 1-3)	<ul style="list-style-type: none"> • Draft Project Charter developed • Project team formed • Gathering and understanding baseline data 	October 2021 October 2021
Designing and Testing Changes (Project Score 4-7)	<ul style="list-style-type: none"> • Charter to CPA Board • Change ideas developed further, measurement plans established and initial PDSAs planned • Begin testing changes 	November 2021 November 2021 November 2021
Implementing and sustaining changes that demonstrate improvement (Project Score 7-10)	Agree which change ideas are proven to work and seek to embed these	June 2022

Spreading Changes (Project Score 9-10)	Spread successful change ideas across secondary schools	March 2023
--------------------------------------------------	------------------------------------------------------------	------------

This page is intentionally left blank

Charter 5.2 Digital wellbeing resources (2021)

Improvement Project Title Digital wellbeing resources
Executive Sponsor Graeme Simpson, Chair of Children's Services Board Tracy Davis, Chair of Children's Mental Health Group
Project Lead Name: Tracy Davis, Children and Young Peoples Mental Health and Wellbeing Group (Chair) Job Role & Organisation: Child Health Commissioner, NHS Grampian Email Address: tracy.davis12@nhs.scot
Aim statement Increase by 80% the use of digital wellbeing resources for children and young people's mental health and wellbeing by 2022.
Link to Local Outcome Improvement Plan 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.
Link to Locality Plans Community ideas for testing identified in North and Central Locality Plan.
Why this is important and issues with the current system? Even before the COVID-19 pandemic, poor mental health in late childhood and adolescence was a substantial disease burden across Europe ¹ . The psychological impact of the pandemic and constraints of lockdown increase the risk of long-term impacts on their development and related physical and mental health, in combination with reduced resources to mitigate against these. Timely, effective interventions can offset the impact of adversity and restore children to a healthy developmental trajectory and improve their life chances. Primary prevention, early intervention and access to mental health and wellbeing support, in a variety of forms, across the continuum is essential. Lockdowns and Public Health measures to limit the spread of infection has resulted in adapted means of providing support to children, young people and families. School-based staff reported an increase in the number and complexities of mental health and wellbeing concerns being experienced by pupils in 2020. It was challenging to provide adequate support for all young people at a universal level when the team around the child were working to differing models of delivery. Professionals report feeling isolated and vulnerable in trying to manage the increasing mental health and wellbeing concerns.

¹ World Health Organization. Adolescent Health and Development in the WHO European Region: Can we do better? 2019; Available at: <https://www.euro.who.int/en/health-topics/Life-stages/child-and-adolescenthealth/publications/2019/adolescent-health-and-development-in-the-who-european-region-can-we-do-better2019>

Measures

Outcome measures

- No. of visits to digital wellbeing resources for children and young people's mental health and wellbeing
- Number of evaluated and trusted digital resources promoted by CPA partners across Aberdeen
- Number of children, young people and families that know where to access trusted resources
- Number of children, young people and families who report feeling confident in the digital support available to them

Process measures

- Number of children, young people and families who report a benefit to accessing specific digital resources
- Number of staff who feel confident signposting to trusted digital resources
- % of themes identified via survey with suitable digital content accessible online
- No. of opportunities for young people to access support through digital platforms
- No. of experiences of children, young people and families shared

Balancing measures

- Cyber safety incidents and eating disorder incidents to track any unintended consequences of increasing access to digital content.
- Number of children and young people accessing/utilising digital support only

Change ideas

- Promotion of digital counselling services through inclusion of articles and signposting in digital and paper communications
- Using Peer Support Network Events to raise staff awareness of digital support and tools to increase mental health and wellbeing
- Increase opportunities for young people to access support available through Educational Psychology Hub, Digital Learning Hub, development of a Pupil Support Hub, and the use of Near Me
- Increase digital content based around key themes identified in survey. Initial content to focus on eating disorders, OCD.
- Working with group of young people to develop messages for their peers around digital safety to be shared on social media platforms and promote on-line safety 'tips and tools'
- Capture and share positive experiences of children, young people and families using digital support to promote confidence of others via social media and digital platforms

Location/Test Group

North locality – we will engage with children, young people and families in the North ASG enabling them to participate and inform the detail of the change ideas

Resources

None at this time.

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

Ensuring that digital support is considered to be a valid source of meaningful support and not just an alternative to face-to-face support. As well as analytics measuring

quantitative access to resources, we will develop qualitative measures to understand user experience and perception.

Digital Inclusion – children and young people will have access to devices and Wi-Fi at school, but they may not have the time, space and privacy to utilise digital supports for mental health and wellbeing. When seeking to understand the experiences of children and young people we will enquire about ‘access’ take a person-centred approach to any identified barriers. Families may not have access to devices or Wi-Fi at home, they may have limited digital literacy skills, or they may not have a secure and private space to use.

Balancing the promotion of trusted digital support with digital safety. Using the same platforms and methods as to promote digital supports, we will also promote awareness of cyber-safety, ‘tips and tools’ and ‘what to do if you feel unsafe online’. We will continue to monitor cyber-crime as it relates to children and young people, in order to respond appropriately.

Project Team

Tracy Davis, Child Health Commissioner (NHSG)
 Lauren Mackie, Health Improvement Officer – Schools (ACC)
 Natalie O’Young, School Nursing Team Leader (ACHSCP)
 Amanda Farquharson, Digital Lead, CAMHS (ACHSCP)
 Jennifer MacRae, Primary Care Link Worker (SAMH)
 Police – TBC
 Community Media – TBC
 Cybersafe - TBC

Community Ideas for Improvement Evaluation/Status

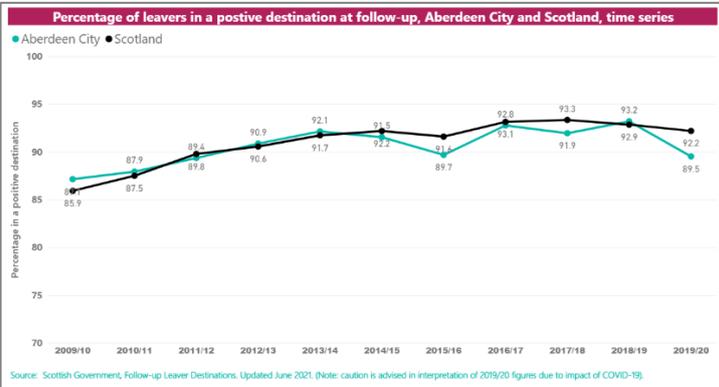
Community Ideas for Improvement	Evaluation Rationale
North Locality	
Promote and increase a range of online wellbeing sessions for children and young people.	This community idea will be tested as part of this project.
Use community media platforms as a way for young people to share their views on mental health and wellbeing.	This community idea will be tested as part of this project.
Central Locality	
Increase in awareness of digital resources to support mental wellbeing	This community idea will be tested as part of this project.

Outline Project Plan

Project Stage	Actions	Timescale
Getting Started (Project Score 1-3)	Gathering and mapping existing resources Develop qualitative surveys to ascertain baseline intelligence – CYP&F and professionals	By September 2021 By October 2021 By October 2021

	Determine quantitative data set based on analytics	
Designing and Testing Changes (Project Score 4-7)	Charter to CPA Board	October 2021
	Survey of 100 primary and 100 secondary pupils in North ASG re: awareness of available resources and current confidence levels	January 2022
	Survey of 50 staff (school-based education and health) in North ASG re: awareness of available resources and current confidence levels.	January 2022
	Identify platforms for promotion/ awareness raising and develop communication strategy.	February 2022
	Review of process measures to ensure on track to achieve aim Begin testing change ideas	February 2022 February 2022
Implementing and sustaining changes that demonstrate improvement (Project Score 7-10)	Assessing impact and upscaling where impact is evidenced	August 2022
	Seek to embed change ideas that are improving outcomes	October 2022
	Continue to monitor and scope evolving digital opportunities	Ongoing
Spreading Changes (Project Score 9-10)	Expand successful change ideas across Aberdeen City	October 2022

Charter 7.2 Increase sustained positive destinations for vulnerable learners (2021)

Improvement Project Title			
Increase sustained positive destinations for vulnerable learners			
Executive Sponsor			
Graeme Simpson, Chair of Children’s Services Board Eleanor Sheppard, Chair of Attainment and Transitions Group			
Project Lead			
Name:		Leona McDermid	
Job Role & Organisation:		CEO Aberdeen Foyer	
Email Address:		leonam@aberdeenfoyer.com	
Aim statement			
Increase the number of vulnerable learners entering a positive and sustained destination by 7% by 2023			
Link to Local Outcome Improvement Plan			
Stretch Outcome 7. 95% of all our children, including those living in our priority neighbourhoods, will sustain a positive destination upon leaving school by 2026.			
Link to Locality Plans			
Community ideas for improvement from the North and South Locality Plans have been aligned to this aim			
Why this is important and issues with the current system?			
The percentage of young people in positive destinations 9 months post school leaving date in Aberdeen City has been persistently at or below the national average for the last 6 years and during 2019/20 fell to one of the lowest in Scotland (which could be strongly attributed to lack of jobs at the time due to the pandemic). This drops even further for those living in the most deprived SIMD areas.			
			
The data for the percentage of school leavers in positive destinations at follow up by SIMD areas would indicate that there has been an ongoing challenge over the past 6 years with those young people from the 20% SIMD areas having significantly lower positive destination rates. (SDS data below).			
Percentage of School Leavers in Positive Destinations (follow up), Aberdeen City			
Year	0-20% (most deprived)	80 -100% (least deprived)	Variance
19/20	82.3	93.8	11.5
18/19	88.1	97.5	9.4
17/18	80.0	97.0	17
16/17	84.5	97.6	13.1
15/16	83.4	96.1	12.7
14/15	86.8	96.7	9.9

Work is ongoing to support term time leavers not in destinations through Skills Development Scotland and partners. This project seeks to increase the percentage of young people entering a positive and sustained destination by focussing on our most vulnerable learners. For the purpose of this project, vulnerable learners has been defined to include young people:

1. at risk of not achieving positive destinations and/or term time leavers living in priority neighbourhoods
2. with identified additional support needs and complex additional support needs

1. Young people with living in priority neighbourhoods

We know that there is a strong correlation between poverty, health inequalities and attainment and is cited as a key priority to close the attainment gap in the National Improvement Framework (NIF). During the pandemic there has been variation in the learning experience of young people, and there is a risk that this will exacerbate the poverty-related attainment gap. Finding ways of improving how we identify and meet support needs for young people and their families and carers earlier and improving their capacity to access positive learner pathways and other resources particularly for those in priority neighbourhoods will be critical to increasing the sustained positive destination rates for all young people in Aberdeen City. A list of these priority neighbourhoods is available at <https://communityplanningaberdeen.org.uk/localities/>

2. Additional support needs and complex additional support needs

Education authorities in Scotland have a legal obligation to ‘identify, review and provide the additional support needs of their pupils’¹. Additional support needs are partly defined and refer to support without which a young person would be unable to benefit from school education provided². This legislation places significant responsibility on schools to identify which pupils need support. Furthermore, pupils must be identified at an early stage for the support to meet its aim of allowing the young person to benefit from school education.

It is difficult to accurately assess how many young people are not being identified as having additional support needs, however poor outcomes such as homelessness, exclusion and early school leaving suggest missed opportunities to offer support in a timely manner to avert crisis at a later stage:

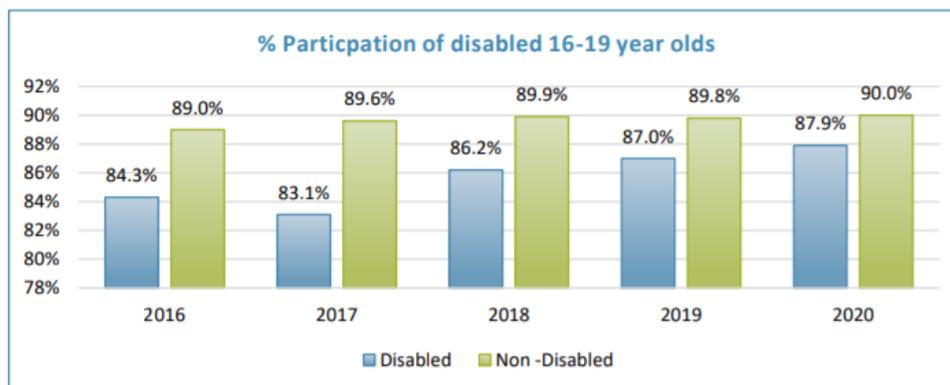
- In 2020/2021 69 young people aged 16-17 presented as homeless in Aberdeen.
- In 2018/2019 1221 young people were excluded from school.
- In 2019/2020 35.2% of Winter Leavers did not move into a positive destination

The above indicates that a significant number of young people in Aberdeen have support needs that may not be being identified early enough for support to be effective or are not identified at all that could have an impact on their ability to move towards and into a positive destination. Feedback from young people whilst developing the Project Charter also suggests the identification of those needing support could be strengthened.

Research carried out with Orchard Brae School suggests that there a number of improvements which could be made to ensure there is a reliable support system in place for those with Complex and Additional Support Needs leaving school. For example, more

effective planning meetings, support for young people who face barriers (support workers and transport), more accurate recording of data, process for identifying choices, resource allocation, information to parents and clarity of process for those young people who want to leave school earlier, and role of the Transition team.

Another area of focus may be young people with disabilities. National participation measures show a lower percentage of young people with disabilities in positive destinations compared with young people without disabilities.



Source: Skills Development Scotland: Annual Participation Measure [76]

Locally, data is collected through Orchard Brae on leaving school and is harder to track after 9 months. Further work is required to identify data sources from other areas and from adult services and to map the definitions used, e.g. SDS have more recently introduced Personal/Social/Health destination. A test of change to improve data collection (consistency and definitions) would also allow the impact of any other interventions to be more robustly assessed.

Measures

Outcome measures

- % of young people from priority localities entering and sustaining a positive destination
- % of young people with complex and additional support needs in sustained positive destinations (9 months post school leaving date)
- % of students who were under 18 upon starting at NESCOL completing their course

Process measures

- Number of young people participating in Upstream screening
- Student Attendance rates of young people identified as needing support through Upstream screening.
- Numbers accessing student support
- Number of working days between young person being identified through survey and accessing support
- Key Stakeholders report increase in understanding of each other's roles (measure at beginning and end of development sessions)

Change ideas

- Use of the [Upstream](#) survey tool to identify youth led ideas for change. The survey will be tested with an initial cohort of 300 young people under 18 years attending North East Scotland College's Altens campus to identify risk (Homelessness, wellbeing, engagement, resilience) which will help ensure the right support provision

at the right time, enhancing these young people's ability to sustain their positive destination in college.

- Mapping of existing support services is up to date and use of the data generated will direct support as appropriate.
- A new improved system for data capture to support improved monitoring of the initial and sustained positive destination rate of young people with disabilities
- Clear process for supporting young people leaving school, with defined roles and responsibilities agreed and communicated to staff

Location/Test Group

Vulnerable learners city wide, with initial testing taking place with:

- NESCOL Altens campus, young people on Further Education courses aged under 18
- Orchard Brae pupils in their penultimate year

Resources

NESCOL Student Support service

Data expertise

Facilitation of key stakeholder sessions

DYW Coordinator has access to a small fund for delivery of wider DYW events/activities in the school

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

Across the City, there have been significant action around improving young people's outcomes following the pandemic. The introduction of Fit Like hubs has promoted collaborative working through grouping services together to support children and young people's mental wellbeing. The Young Person's Guarantee has committed to creating thousands of training, job, and apprenticeship opportunities. Developing Young Workforce school coordinators are all in place to prepare young people for the world of work and connect them with employers. A Skills framework is in development around meta-skills and to support parents with skills development at home. Finally, there have been improvements to learner pathways including Lift Off events to launch pupils' career aspirations and further development work around learner pathways. With additional funding and resources in place there is a potentially crowded space in terms of provision and time required for the new approaches to be applied in practice. Schools in priority areas fed back that they have no capacity to use Upstream at this point in time and therefore the project will work only with NESCOL initially.

North East Scotland College (NESCOL) noted existing challenges in identifying and connecting with students in need of support. NESCOL have found that whilst their Altens campus has the lowest number of students accessing support, this campus also has the lowest attainment level, indicating a disparity in effectively connecting student to the support resources. It could indicate that students who would benefit from support are not doing so and Upstream would provide a means of identifying those students and being able to offer support that could lead to improved attainment levels. Further education was the most common destination upon leaving school for young people from

the most deprived SIMD quintile in 2019/20¹ which is also reflected in those attending the Altens campus.

Project Team

Project Manager: Leona McDermid (Aberdeen Foyer)

Data Manager: Nicola Graham (SDS)

Experts/Practitioners:

Allison Horne (ACC),

Mary Holland (DYW),

Angela Taylor (ACC), Lori Manson (ACC – Employability Team)

Elaine Thomson (HT Orchard Brae), Derek Thomson (DHT Bucksburn), Claire Russell (Head of Secondary, Orchard Brae)

Kay Johnson (ACHSCP – Transitions Team)

Margo Milne - DYW Employer School Coordinator Orchard Brae

young people, parents, carers

Ruth Bell (SDS)

Robin McGregor (NESCOL), Alesia Du Plessis (NESCOL)

Community Ideas for Improvement Evaluation/Status

Community Ideas for Improvement	Evaluation Rationale
North Locality	
Map what is already going on to support vulnerable young people	Being undertaken as part of this project.
Build on models such as men's shed and AMPED Build on test with Hazlehead Academy and Mastrick Community Centre	Project team is seeking a community connector to explore these ideas further.
South Locality	
Pilot programme with vulnerable young people at Camphill	Project team is seeking a community connector to explore this idea further.
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	Across the City, there have been significant action around improving young people's outcomes following the pandemic. The introduction of Fit Like hubs has promoted collaborative working through grouping services together to support children and young people's mental wellbeing.

Outline Project Plan

Project Stage	Actions	Timescale
Getting Started (Project score 1-3)	• Project Team to meet and schedule planning and design time, invite in others	Complete
	• Check data sources and confirm data sharing arrangements (changes to SDS Data Hub sources)	Complete
	• Agree and set up shared space for comms, development work as appropriate	Complete
	• Review existing intervention/systems in place to avoid duplication.	Complete
		Complete

¹

	<ul style="list-style-type: none"> • Any change ideas must be informed by lived experience as well as data. • Undertake a driver diagram to identify change ideas. • Agree who will lead on each change idea • Charter submitted to CS Board for approval 	Complete Oct 21
Designing and testing change (Project Score 4-7)	<ul style="list-style-type: none"> • Facilitate purchase of Upstream survey tool with Cardiff University and NESCOL • Pilot implementation of survey tool and analysis of data • Track access and use of support • Facilitate Development Sessions with Key Stakeholders • Prototype change ideas with working group including young people and their parents/carers. • Need to take into account changes as a result of No one Left Behind policy changes to employability, DYW review, FA's, senior phase, YPG • Engagements in and with local communities to support and add value to the change ideas 	By Dec 21
Implementing and sustaining changes that demonstrate improvement (Project Score 4-7)	<p>The successful elements of the change ideas would be tested and PDSA cycle engaged to continue improvements. Would need engagement, support and understanding of schools, young people and their families/carers. Changes to data recording and use of data to aid coordination and development of solutions with young people enabling a city wide approach through improved data sharing.</p> <p>Engagements in and with local communities to support and add value to the change ideas</p>	By June 22
Spreading changes (Project Score 9-10)	<p>Shift resource to earlier interventions Aim achieved.</p>	By June 23

8.2 Child Friendly Cities Training Programme (2021)

Improvement Project Title Child Friendly Cities Training Programme
Executive Sponsor Graeme Simpson, Chair of Children's Services Board Tracy Davis, Vice Chair of Children's Services Board
Project Lead Name: Jade Leyden Job Role & Organisation: Community Development Officer, Aberdeen City Council Email Address: jleyden@aberdeencity.gov.uk
Aim statement Increase to 100% of staff working directly and indirectly with children who have received child friendly city training by 2023
Link to Local Outcome Improvement Plan Stretch Outcome 8 - Child friendly city where all decisions which impact on children and young people are informed by them by 2026
Link to Locality Plans There are no community ideas associated with this project.
Why this is important and issues with the current system? As Aberdeen strives to become an accredited Child Friendly City, it is important for staff to have a sound understanding of the what the project is and how it relates to the work they do. This project will look at developing the effective delivery of: <ul style="list-style-type: none">• Information Sessions to raise awareness of the Child Friendly Cities project• Training in using a Child Rights Based Approach• Training to support completion of Integrated Impact assessments where relevant• Understanding Incorporation of Children's Rights into Scots Law and the impact it will have on work. Whilst all staff should be aware of the Child Friendly Cities (CFC) accreditation, it is of particular importance for us to train and inform all staff working both directly and indirectly with children and young (C&YP) people in the above. <i>Existing Training Provision</i> At present, UNICEF deliver Children's Rights Based Approach training over 2 separate sessions. All staff working directly/indirectly with C&YP must participate in this training to enable them to 1. unlock additional training available from UNICEF and 2. To use a child's rights-based approach in their practice. Because the training is delivered over 2 sessions, delegates often do not fully complete the training. We seek to develop the delivery of the training to enable maximum attendance and completion. In addition, the time between available training sessions is inconsistent, therefore further hindering the number and pace of staff being trained.



At present, there has not been a great deal of uptake with the additional training currently on offer. You will see in the table above that a number of sessions have been cancelled due to low uptake. This project will address this by creating a suite of training that is well advertised and accessible to all staff.

The incorporation training looks at children's rights and the incorporation of these into Scots Law. The training examines and discusses both how this impacts on leaders and how it will impact more widely across the council and other public bodies.

Aims of the session are to:

To raise awareness of the United Nations Convention on the Rights of the Child (UNCRC)

- To help leaders understand how the incorporation of the UNCRC will impact the work of their teams
- To ensure we are well placed for the incorporation of the UNCRC

At present, this has been delivered to ECMT, the Leadership Forum and ACHSCP and a copy of the training has been recorded and is available to view on Microsoft Stream. At present, this video only has 10 views.

Looking Forward

In addition to the above provision, we would like to include a Child Firendly Cities Information Session alongside a session and materials to provide support and guidance to staff in completing Integrated Impact Assessments.

Participation in the full suite of training will enable staff to:

- Be aware of the CFC project and share opportunities with relevant stakeholders
- Ensure they are working to best practice guidance and taking a children's rights-based approach
- Ensure their work is compatible with UNCRC requirements.

In addition to the above benefits to staff and stakeholders, children and young people will also benefit from this work, as it will see increased and consistent opportunities to get involved in work affecting them, from consultation and engagement in conception through to delivery.

There is not currently an offer for information sessions to raise awareness of the CFC project or for completion of Integrated Impact Assessments so these do not have a baseline however we will measure whether there has been an increase in activity through awareness raising and of completed Integrated Impact assessments.

Defining the Target Group

The term ‘staff’ in this charter is defined as staff from key stakeholders within the Child Friendly Cities project:

- Aberdeen City Council - Chief officers for all relevant clusters within the council to determine staff within their areas with a remit in decision making that has a direct or indirect impact on children and young people - this is ongoing at present to determine baseline and to be concluded by Dec 2021.
- NHS Grampian/Health and Social Care Partnership - Only staff with a remit in decision making that has a direct or indirect impact on children and young people
- Police Scotland - numbers defined by Police Scotland’s CFC Workforce Plan.

The suite of training will be available to other partner organisations too and will be counted as a balancing measure. In addition, we will look to provide training sessions with the same content but tailored specifically to internal/external media staff and for elected members.

Organisation	Approximate no. of Staff
Aberdeen City Council	TBC – being determined by Dec 21.
Police Scotland (Grampian)	30 staff members
NHS Grampian/HSCP	2,500 staff members

Measures

Outcome measures

- % of relevant staff participating in available training

Process measures

- No. of training sessions available
- Time between training sessions
- No of training sessions delivered
- No. of clusters promoting training opportunities to staff teams
- (Increased) youth activity because of awareness raising

Balancing measures

- No. of additional stakeholders participating in the training/CFC project and subsequently sharing information
- Completion rate of Integrated Impact Assessment

Change ideas

1. To develop a suite of training to cover:
 - CFC Awareness Raising
 - Incorporation/Integrated Impact Assessment completion
 - Taking a Childs Rights Based Approach

<p>2. Increase the frequency & advertisement of training:</p> <ul style="list-style-type: none"> • Create a timetable/calendar of training events • Better advertise training opps via ACC & relevant stakeholders • develop section of CPA website with further information/access to training opportunities • Ask Management to promote training opportunities to staff teams. 		
<p>Location/Test Group</p> <ul style="list-style-type: none"> • ACC Staff, AHSCP & Police Scotland • CPA Stakeholders • Third Sector organisations 		
<p>Resources</p> <ul style="list-style-type: none"> • NESCOL staff and students time to support the design and development of virtually assessable training • Use of UNICEF staffing resources for some of the training delivery • Staff time to complete training 		
<p>Potential risks and/or barriers to success & actions to address these</p> <ul style="list-style-type: none"> • UNICEF have a robust training programme in place- there may be hesitation to be flexible with the delivery method, • NESCOLs ability to work to a reasonably specific brief – may need to seek support from ACC media and comms if NESCOL cannot meet demands 		
<p>Project Team Jade Leyden, Community Development Officer - Project Lead Sarah Handley, UNICEF Officer – CFC Subject Matter Expert NESCOL Staff & Students – design and development support CFC Partnership Group – support with awareness raising/uptake of training</p>		
<p>Community Ideas for Improvement Evaluation/Status No community ideas are associated with this project.</p>		
<p>Outline Project Plan</p>		
Project Stage	Actions	Timescale
<p>Getting Started (Project Score 1-3)</p>	draft project charter	Project Charter draft to CS Board October 2021
	identify project team	October 2021
	Look at current system & existing data	October 2021
	Confirm baseline for ACC staff to be trained	Dec 2021
<p>Designing and Testing Changes (Project Score 4-7)</p>	Charter to CPA Board	Nov 2021
	Working with NESCOL & Young people on the design and detail for training	Nov/Dec 2021
	Testing delivery of training in new format	Testing to begin early 2022.

Implementing and sustaining changes that demonstrate improvement (Project Score 7-10)	Continue deliver implemented project to all relevant staff	Mid 2022
Spreading Changes (Project Score 9-10)	Project End	Mid 2023

This page is intentionally left blank

Charter 8.3 Child friendly communications

Improvement Project Title Child friendly communications
Executive Sponsor Graham Simpson, Chair of Children's Services Board Tracy Davis, Vice Chair of Children's Services Board
Project Lead Name: Tracy Davis Job Role & Organisation: Child Health Commissioner, NHS Grampian Email Address: tracy.davis12@nhs.scot
Aim statement Increase by 50% the number of communications which are accessible to children and young people by 2023.
Link to Local Outcome Improvement Plan Stretch Outcome 8. Child Friendly City where all decisions that impact on them are informed by children and young people by 2026.
Link to Locality Plans Community ideas for testing identified in Central Locality Plan.
Why this is important and issues with the current system? Aberdeen City is endeavouring to become a UNICEF Child Friendly City. We are working hard to make sure that all children and young people in Aberdeen city can enjoy their rights through our work to achieve six UNICEF 'badges': Co-operation and Leadership; Communication; Child Friendly Services; Culture; Participation; and Place. To enable children and young people to make informed decisions and to ensure that they can enjoy their rights, we must provide information that is accessible and appropriate for their age and stage of development. We should consult with them to determine what methods and media they are most likely to engage with, and we should encourage their participation in the development of communications wherever possible. The United Nations Convention on the Rights of the Child (UNCRC) is the 'gold standard' across the world for children's rights. It covers all aspects of a child's life and sets out the civil, political, economic, social and cultural rights that all children everywhere are entitled to. Children and young people have the same rights as adults but they also have specific children's rights under the UNCRC that recognise their special needs so that they can develop to reach their full potential. The Incorporation (Scotland) Bill (2021) will make the UNCRC law in Scotland. As public authorities we must do all that we can do to make sure that children's rights are promoted and protected. The Scottish Government held a public consultation in 2019 and over 180 children and young people contributed to helping shape what would make incorporation meaningful for them ¹ . This is what one young person said: " <i>Incorporation will mean protections that need to be guaranteed and safety for children and young people. It is easier to look at a written document that says that these are the things I should have, rather than kind of guessing what you think you should have. This is empowering for me as a young person.</i> "

¹ <https://www.gov.scot/publications/uncrc-consultation-analysis-report/pages/5/>

Measures

Outcome measures

- Number of communications that are age appropriate in format and contents.
- % of communications which have received positive feedback from children and young people

Process measures

- Number of methods/tools used to capture the voice of the child (including very young children and those who have verbal communication difficulties)
- Number of communications that children and young people have directly developed and designed.
- Number of communications that children and young people have been consulted on.
- Number of opportunities for children and young people to work with media teams to develop content and design.
- Number of platforms/locations where children and young people can access information that is relevant to them.
- Number of opportunities children and young people have to provide feedback on the information provided for them.

Change ideas

- Develop a communication strategy as a framework for supporting communication using the GIRFEC ladder of participation to ensure that more messaging relevant to children and young people is led and developed by them. We will work with established groups to progress this.
- Ensure active participation through continuous consultation and engagement with children and young people, including those who may find it harder to engage with mainstream communications, elected member, citizens of Aberdeen and multi-agency staff. We will use a variety of methods, such as newsletter/blog/vlogs, social media platforms, surveys, virtual events.
- Enable children and young people to engage with local media to negotiate training opportunities, and to seek support in the sharing of key messages including positive stories about children and young people. We will build relationships and 'set the scene' with partnership media teams and local public media in order to provide a scope of opportunity/ possibility for children and young people.
- Enable children and young people to communicate on issues that are important to them using public authority media platforms, such as a 'youth socials takeover'.
- Support and enable children and young people to participate in wider peer-to-peer engagement opportunities, such as 'topic of the week', blogs/vlogs, contributions to websites and social media platforms.
- Support and enable children and young people to directly influence organisational processes, such as recruitment, policy and strategy development.
- Co-produce with children and young people, a twice yearly communication by way of sharing updates on progress to become a Child Friendly City.

Location/Test Group

Children and young people

Resources None at this time.		
<p>Potential risks and/or barriers to success & actions to address these</p> <p>Embedding a right’s based approach to communication across the partnership will require a culture shift that is likely to take some time to implement. We will continue to build on opportunities to co-produce information and materials with and for children and young people. We will celebrate examples of good practice, and we will work with children and young people to explore opportunities to promote a right’s based approach that is broader than children’s services.</p> <p>Our duty to uphold and further effect children’s rights may be perceived as ‘additional work’, particularly to those service areas/ teams that don’t perceive the relevance to their role. In partnership with children and young people we will co-produce a scheme that supports teams/ services to understand their responsibilities and fulfil their duties within the context of their business as usual.</p>		
<p>Project Team</p> <p>Tracy Davis, Child Health Commissioner (NHSG) Eleanor Sheppard, ACC Matthew Reid, ACC Jade Leyden, ACC David Gault, Sport Aberdeen Neil McDonald, Police Scotland Robin McGregor, NESCOL Roma Bruce, SCRA Maggie Hepburn, ACVO Gale Beattie, ACC Claire McArthur, ACC David Dunne, ACC Rachel Thompson, Health Improvement Officer, ACC Nicola Anderson, Lead for School Nursing and Health Visiting, ACHSCP Pamela Cornwallis, Lead Speech and Language Therapist. NHSG Community Media – Dale McKinnon</p>		
Community Ideas for Improvement Evaluation/Status		
Community Ideas for Improvement	Evaluation Rationale	
Engage with young people via their platforms and encourage participation e.g. through LEGs, PNPs	This community idea will be tested as part of this project.	
Outline Project Plan		
Project Stage	Actions	Timescale
Getting Started (Project Score 1-3)	Communication strategy developed Overview of existing groups already enabling participation of children and young people	By September 2021 By October 2021 By October 2021

	Scoping of current communication material, tools and platforms currently reflecting children and young people's participation.	
Designing and Testing Changes (Project Score 4-7)	Charter to CPA Board Engage with 25 children and young people of various ages and abilities to determine their preferred communication methods, platforms and tools. Identify platforms for promotion/ awareness raising of the communication strategy across the partnership. Establish relationships with media teams to lay foundations for co-producing with children and young people. Review of process measures to ensure on track to achieve aim Begin testing change ideas	October 2021 January 2022 January 2022 February 2022 February 2022 February 2022
Implementing and sustaining changes that demonstrate improvement (Project Score 7-10)	Assessing impact and upscaling where impact is evidenced Seek to embed change ideas that are improving outcomes Celebrate children and young people, their experiences and their stories	August 2022 October 2022 Ongoing
Spreading Changes (Project Score 9-10)	Expand successful change ideas across Aberdeen City	October 2022

Charter 10.6 Support for Domestic Abuse Victims (2021)

<p>Improvement Project Title Ensuring victims receive access to the right support.</p>												
<p>Executive Sponsor Derek McGowan, Chair, Community Justice Group</p>												
<p>Project Lead Lucy Simpson, Development Officer, Aberdeen City Council, lumnicol@aberdeencity.gov.uk</p>												
<p>Aim statement (as defined in LOIP) Increase by 15% victims of domestic abuse receiving support by 2022.</p>												
<p>Link to Local Outcome Improvement Plan Stretch Outcome 10: 25% fewer people receiving a first ever Court conviction and 2% fewer people reconvicted within one year by 2026.</p>												
<p>Link to Locality Plans This project has community ideas for improvement in the central Locality Plan.</p>												
<p>Why this is important and issues with the current system</p> <p><u>Wider Context</u></p> <p>Domestic abuse significantly impacts people’s lives and across all sections of our communities. Domestic abuse can exist in all types of relationships between partners and ex partners, irrespective of gender, race, religion, or type of background although, as a form of gender-based violence, domestic abuse is mainly perpetrated by men against women. (Around four out of every five incidents of domestic abuse in 2017-18 had a female victim and a male accused. This proportion has remained very stable since 2011-12.)</p> <p>The Police and Crown Office Procurator Fiscal Service agreed definition of Domestic Abuse is -</p> <p>“any form of physical, verbal, sexual, psychological or financial abuse, which might amount to criminal conduct and which takes place within the context of a relationship. The relationship will be between partners (married, cohabiting, civil partnership or otherwise) or ex-partners. The abuse can be committed in the home or elsewhere including online.”</p> <p>All too often when people think of domestic abuse, they think of physical violence, but it is usually much more than that. It spans the entire spectrum of behaviour by perpetrators – including isolated incidents, as well as a course /pattern of conduct with both violent and non-violent abusive behaviour. Sometimes this will involve elements and tactics of coercive control, which can involve a range of behaviours designed to control and harm a victim.</p> <p>The below table shows the number of Incidents of Domestic Abuse recorded by Police nationally and in Aberdeen:</p> <table border="1"> <thead> <tr> <th></th> <th>Scotland</th> <th>Aberdeen</th> </tr> </thead> <tbody> <tr> <td>2013-14</td> <td>58439</td> <td>2487</td> </tr> <tr> <td>2014-15</td> <td>59882</td> <td>3088</td> </tr> <tr> <td>2015-16</td> <td>58104</td> <td>2570</td> </tr> </tbody> </table>		Scotland	Aberdeen	2013-14	58439	2487	2014-15	59882	3088	2015-16	58104	2570
	Scotland	Aberdeen										
2013-14	58439	2487										
2014-15	59882	3088										
2015-16	58104	2570										

2016-17	58810	2522
2017-18	59209	2763
2018-19	60110	2483
2019-20	62907	2566

In 2020, 2168 people reached out to or were referred to specialist support services because of domestic abuse, this accounts for 84% of recorded incidents of domestic abuse by Police. However, these statistics do not reveal the incidence of all domestic abuse committed since not all incidents are reported to the police.

In conjunction with the Scottish Crime and Justice Survey (SCJS), the statistics help to assess the extent and impact of domestic abuse in Scotland. There are various reasons for such under reporting i.e., victims experience fear and shame as common effects of domestic abuse or it may also be caused by an accused physically preventing a victim reporting the domestic abuse. This will represent as a continued challenge, as victims come to an acceptance of this behaviour as 'normal' and part of the relationship.

Increasing awareness of domestic abuse

Domestic abuse is a challenging issue to tackle because of stigma, public perception and particularly as so much of it goes unreported. Wider community awareness-raising is a fundamental component of primary prevention strategies aiming at:

- changing attitudes, behaviours and beliefs that normalise and tolerate domestic abuse among the public.
- preventing men and women from becoming victims or perpetrators of abusive relationships; and
- informing wider public and especially victims and perpetrators about the resources available to tackle the problem.

Supporting Adults who experience Domestic Abuse

Families may live with domestic abuse for a significant period before getting effective help. There are many reasons why families live with domestic abuse for a significant period or return to their abuser after attempting to leave. It may not be apparent to the victim that a relationship is abusive. They may be afraid of the abuser and fear the consequences for others if they disclose the abuse. The victim may not know where to turn for help. Research by Safe Lives found that victims are experiencing abuse for long periods before getting specialist support, despite seeking help from other agencies and attempting to leave the perpetrator. In Scotland, the average length of abuse before seeking support was 4 years compared with 3 years in England and Wales. Furthermore, a quarter of clients experienced abuse for more than 10 years before receiving support, and 10% experienced abuse for more than 18 years.

We know that domestic abuse is widespread across the city but that there is a higher preponderance of abuse in areas of deprivation and a correlation between domestic abuse and severe and multiple disadvantages. Those with substance misuse problems often experience relationships with domestic abuse. In Aberdeen, the drug related death assertive outreach taskforce has received over 240 referrals with around 80% of these referrals noting domestic abuse as prevalent in relationships. Within the substance misuse

team at the Fulton clinic, out of 875 service users, only 25 female and 6 male highlighted domestic abuse as a risk factor.

Supporting Young People who experience Domestic Abuse

Young people impacted directly by domestic abuse by a partner or ex-partner continue to be the 'hidden' victims of domestic abuse, with only 1% of those aged under 18-year-old accessing support services. This is despite young people (16-19-year-olds) experiencing the highest rate of domestic abuse of any age group (Safe Young Lives, 2017).

A recent study conducted in Aberdeen with young people found that the majority young people surveyed were aware of what domestic abuse was and were confident in identifying abusive behaviours. However, most respondents were unsure of how to access domestic abuse support. Local statistics further highlights this with 244 young people (aged 16-25) seeking support from local services. This number accounts for only **11%** of those seeking domestic abuse support and only **34%** of young people who have reported domestic abuse incidents to the Police in Aberdeen. In addition, the young people that participated in the Whole Lives Aberdeen study stated that their main reason for not seeking support was 'shame'. Awareness raising around reducing the stigma of seeking support for domestic abuse will be key to ensuring that young people get the support that they need.

Links to further reading –

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

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

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

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

Measures

Outcome measures

- Number of victims of domestic abuse receiving support
- % of victims of incidents of domestic abuse (as recorded by Police) receiving support
- Number of victims aged 16-25 receiving support (currently 11% of total receiving support and 34% of total young people reporting DA)
- Number of victims who are in substance misuse services receiving domestic abuse support (rate not currently measured or recorded)

Process measures

- Number of leaflets distributed to community outlets displaying domestic abuse awareness-raising material
- Number of events raising awareness of domestic abuse in Aberdeen
- Number of community members/professionals attending events in Aberdeen
- No. of views/shares of Whole Lives animation/video
- Number of substance misuse staff attending domestic abuse training
- Number of domestic abuse champions in non-specialist services
- Number of referrals to support agencies from non-specialist services
- Number of referrals to support agencies from substance misuse services
- Number of staff working with children who attend CPC domestic abuse training

<p>Balancing measures</p> <ul style="list-style-type: none"> • Number of referrals to support services– increase could mean organisations being overwhelmed and unable to provide support • Number of incidents of domestic abuse reported to the Police – increase due to awareness raising
<p>Change ideas</p> <p>Awareness Raising:</p> <ul style="list-style-type: none"> • Communications Campaign aimed at raising general awareness of domestic abuse, understanding of what domestic abuse is, and reducing the stigma around seeking support. • Develop with domestic abuse agencies, community, and professional events to be held in Aberdeen (possibly virtually) around raising awareness of domestic abuse and information sessions on what support services can offer to encourage victims to seek support earlier. Specific session to be developed for students at NESCOL. • Awareness raising of CPC multi-agency domestic abuse training for services working with children and young people. <p>Access to domestic abuse services - Adults: (Central LP)</p> <ul style="list-style-type: none"> • Domestic abuse training to be delivered to substance misuse staff to increase confidence and ability to spot signs of domestic abuse and refer service users onto specialist domestic abuse services. • Domestic Abuse Champions to be identified in non-specialist services (eg Housing, Social Work, Education, Police, SFRS) to increase awareness of domestic abuse and ability to refer service users to support. <p>Access to domestic abuse services – Young People:</p> <ul style="list-style-type: none"> • Awareness raising campaign to highlight where young people can access domestic abuse support – Whole Lives Aberdeen project has recommended a short animation/video be created by young people with lived experience. Use of Station House Media Unit (SHMU). • Domestic Abuse Champions to be identified in non-specialist services (eg Youth Work Services, Social Work, Education) to increase awareness of domestic abuse and ability to refer service users to support.
<p>Location/Test Group</p> <p>Central locality City wide for awareness raising Young people 16-25 Adults with substance misuse problems Non-specialist services</p>
<p>Resources</p> <p>The Whole Lives Aberdeen project has money available to develop and create the awareness raising video for young people. Awareness raising/training will be delivered within existing funding streams.</p>
<p>Project Team</p> <p>Lucy McNicol (ACC Development Officer) (Lead) Jen Douglas (Safe Lives) Tricia MacLean (Police Scotland – DRD Assertive Outreach) Laura Rothney – Substance misuse nurse Kirsty Pettitt - NESCOL</p>

Malcolm Pritchard - Rep from Pathways
Youth Work (SHMU) representative – tbc

Community Ideas for Improvement Evaluation/Status

Community Ideas for Improvement	Evaluation Rationale
Central	
Pilot scheme in Tillydrone to refer people experiencing domestic abuse for support to be replicated in Seaton.	Increasing referral routes and raising awareness of these is an existing change idea, we will discuss with the community the pilot referred to and the outcomes of this and whether it can be replicated elsewhere.

Outline Project Plan

Project Stage	Actions	Timescale
Getting Started (Project Score 1-3)	(All 3 elements) Draft charter developed Project teams identified Project teams meet Gather and analyse baseline data	Completed August 2021 October 2021 Completed
Designing and Testing Changes (Project Score 4-7)	Charter to CPA Management Group and Board - plan and implement initial testing: <ul style="list-style-type: none"> • Comms campaign/events will be ongoing throughout project. • Develop video animation with young people – money from Safe Lives will be available in September. • Recruit domestic abuse champions throughout October and November. • Arrange training sessions for substance misuse staff in December/January. 	Oct/Nov 2021 October 2021 October/November 2021 November 2021 January 2022
Implementing and sustaining changes that demonstrate improvement (Project Score 7-10)	- Mainstreaming and embedding of processes. - Data gathering & processing to be continued	February 2022 April 2022
Spreading Changes (Project Score 9-10)	Extend learning and processes to other geographical areas within Aberdeen. Work could be replicated in prison population (links to other charter re perpetrators)	June/July 2022

This page is intentionally left blank

Charter 10.7 Access to Mental Health Support (2021)

Improvement Project Title Access to Mental Health Support
Executive Sponsor Derek McGowan, Chair, Community Justice Group
Project Lead Name: John Donaghey Job Role & Organisation: Lead for service design and governance, City MH & LD Services, AHSCP Email Address: john.donaghey@nhs.scot
Aim statement 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.* Please note that for the purposes of this charter “on a community disposal” means “clients of justice social work”.
Link to Local Outcome Improvement Plan Stretch Outcome 10: 25% fewer people receiving a first ever Court conviction and 2% fewer people reconvicted within one year by 2026 Key Driver10.4 Ensuring people in the Justice System diagnosed with mental illness or experiencing mental ill health receive access to the right support at the right time from the right service.
Link to Locality Plans There were no community ideas for improvement from the Locality Plans aligned to this project.
Why is this important and issues with current system 39% of those in Kittybrewster custody suite, 80% of those for whom Justice Social Work court reports were prepared and 60-80% of prisoners stated they had mental health issues. We know from currently available information that many individuals in the Justice System have mental health issues. For the majority, these issues are not causal in terms of offending but, without the right support, may be enduring and act as a barrier to moving on from offending. The question is who needs what and when? Ideally intervention should be as early as possible and aimed at providing support to develop personal resilience, learn adaptive coping skills, improve mental wellbeing and form meaningful connections within their communities. Those with more complex problems can also be picked up and supported to access appropriate medical services if needed. It is also the time to deal with practical issues which can act as barriers to positive change. There remains some confusion around the current use of the term “mental health” which encompasses mental wellbeing, distress, illness, trauma, personality disorder, self-harm, suicide and so much more. One of the aims of this charter is to de-medicalise the support pathways for individuals by initiating an early intervention model which will start with supportive, non-judgemental conversation about their mental wellbeing. If we can anticipate and reduce risk factors for individuals who experience low/ moderate level

distress we can deliver a “right person, right time, right place” approach to support which will lead to improvement in their mental wellbeing.

The Hard Edges Scotland Report (Lankelly Chase 2019) study aimed to establish a statistical profile of the extent and nature of Severe and Multiple Disadvantage (SMD) in Scotland. They used a five-dimensional definition of SMD, adults facing issues of homelessness, offending, substance dependency, mental ill-health and domestic violence and abuse. This particular group face an exceptionally high level of stigma and dislocation from societal norms. In doing so, the report identified the majority of the individuals with whom our Justice Services come into contact.

The study found that, at local authority level, the highest rates of Severe and Multiple Disadvantage are generally found in urban and poorer authorities with Aberdeen City being one of the 6 authorities in Scotland showing high prevalence.

This high prevalence of SMD suggests that, while early intervention is vital, support for those experiencing mental health problems is multi-faceted. A compassionate conversation or prescribing antidepressants will have limited effect on someone who is homeless or hungry or does not feel safe. This Charter is the starting point in this process and contributes to the city-wide ambitions of the LOIP.

Local Data:

Each service area will provide baseline data to enable us to:

- describe the cohort of individuals with whom services engage
- quantify need and demand on services
- demonstrate the identified need versus current service provision
- set clear and consistent criteria for appropriate services
- specify the knowledge, training and skill set required to fill the gap

Service specific baseline data will be collected to contribute to the whole with some examples below.

Police Custody Service

Between 1 April 2020 and 31 March 2021, Kittybrewster Custody Centre in Aberdeen City had a throughput of 6864 custodies (custody episodes not individuals).

Of these:

- 1619 (23.6%) stated they had previously attempted self-harm or suicide
- 357 (5.2%) stated they had thoughts at present of self-harm or suicide
- 2662 (38.8%) stated they had mental health problems or had received treatment for mental health problems

Whilst mental health assessments are required as part of the Criminal Justice process, such as confirming an individual is fit to be detained in custody, there is also a real need to provide persons in custody with assistance to positively engage with support services to change their lives and ultimately reduce re-offending. To directly provide this assistance, Criminal Justice Services Division’s Harm Reduction Strategy has four strands: Reducing Drugs Related Deaths and supporting individuals in police custody with problems with Substance Use, Mental Health and Health & Social Inequalities. As such, mental health

support has been identified as a real priority for a significant number of persons in police custody.

Kittybrewster has some NHS Custody Healthcare Professionals who are mental health trained. Custody officers and staff have recently volunteered and will receive additional development, to become Custody Support and Intervention Champions as part of their normal daily duties, to talk to persons in custody and hopefully gain their consent to be referred to support agencies for help. This is a change idea being taken forward. Through both the health and police referral routes, and with the right services in place, it is hoped that the right help can be offered and provided at the right time to those most at need.

Further to this, a three-month test of change is planned within Kittybrewster Custody Centre where custody officers and staff will commence submitting iVPD reports to their local concern hub for persons with vulnerabilities identified in custody. This will either be added to the iVPD report already submitted for that person by local policing colleagues on that occasion or by submitting a iVPD report for vulnerabilities specifically identified during their time in police custody, of which local policing officers would be unaware. This will enable Police Scotland and their partners to quantify the number of reports being submitted, identify any trends in terms of vulnerability and streamline the process prior to any further roll out.

Justice Social Work

Some data is already available, as below, but more Charter specific information will be produced in collaboration with partners.

A snapshot of 25 pre-sentence Justice Social Work Reports on individuals appearing in Sheriff Summary Courts in 2021 revealed the following:

- 5 (20%) reported no mental health issues

Of the 20 who had mental health issues

- 3 (15%) had a diagnosed mental illness
- 8 (40%) were currently being prescribed for depression/ anxiety/ low mood
- 9 (45%) had wellbeing support needs

It should be noted that not all of these individuals will be given a Justice Social Work disposal (Community Payback Order, Structured Deferred Sentence etc.) and a survey of Justice Social Workers caseloads is being undertaken to provide baseline data. From Supervision Exit Questionnaires (i.e. those subject to statutory supervision in the community) we know that 47% of respondents identified that they had a mental health issue before they were on Supervision, of whom 77% indicated there had been an improvement by the end of Supervision. This suggests that a combination of their relationship with workers and the support offered were sufficient to improve mental wellbeing. Whilst this is seen as a very positive result, we clearly need to find out why there was no improvement reported by the other 23%. Is their mental health compromising their ability to comply with and benefit from supervision? Are they more likely to breach orders, to reoffend, to have drug and/or alcohol problems? Are they unable or unwilling to access appropriate services?

We are committed to identifying Mental Health issues as early as possible in the Justice System, ideally picked up by JSW staff at Court or via assessment for Diversion from Prosecution and Bail Supervision and to support this we will test whether staff providing wellbeing support conversations in-house increases access to support, as well as the number of clients who report improvement in their mental wellbeing.

HMP Grampian

HMP & YOI Grampian population fluctuates daily however, following a health needs assessment undertaken in January 2020 (a snapshot of the prison population), around 60-80 % of all prisoners had mental health issues. Some of these prisoners will have multi-morbidities. With the COVID 19 pandemic requiring services to be scaled back to reduce contact with prisoners, the psychology service was reduced to an attend anywhere service and occupational therapist service was reduced markedly with the team working at home for the majority of 2020 with only urgent referrals being accepted.

The initial psychology service within the prison was developed to provide high intensity/specialist intervention for mental health difficulties and so to date this service has been delivered on a mainly individual basis. There has been no provision within the psychology service to provide assessment and intervention for individuals with mild to moderate mental health problems.

The initial occupational therapy provision for the prison was 0.5WTE to support health wellbeing and desistence, no provision was allocated to mental health support. Due to the limited-service provision, the service referrals have not been specifically highlighted as being for mental health. Annual referrals to the occupational therapist would be around 40-55 per year of which approximately 41% would be seen by the occupational therapist.

Mental Health support has been reviewed and a number of new interventions and supports will be provided as part of this project and undertaken by posts funded through Action 15 monies. The tests are listed in the change ideas section below.

Specify the Knowledge/ Skills Gap

Across all three areas, it is recognised that staff awareness, training and understanding of the routes available for people to be referred is vital to increasing access to these available supports. In addition to knowledge of existing referral routes, the charter will test providing additional access to support through providing staff development on ways to intervene earlier via distress interventions, compassionate conversations and self-management leads to improved access and outcomes. From this development, this will mitigate any existing skills gaps in terms of what they (staff) need to do to refer/signpost/or deliver that help themselves.

Measures

Outcome measures

- Number of people in police custody, on a community disposal, in HMP Grampian accessing assessment/support/treatment/services in relation to mental health issues.
- Percentage of each service area total population accessing support.

Process Measure

- Number of people referred for support (in each setting)

- % of people referred for support accessing it (in each setting)
- Number of workers trained on trauma informed practice, distress interventions, compassionate conversations, self-management personality disorder and other MH training as appropriate (in each setting)
- Number of distress brief interventions delivered (in each setting)
- Number of compassionate conversations held (in each setting)
- Number of care plans/self-management plans developed (in each setting)
- % of individuals with mental health issues being offered support
- Number of individuals who reported increased mental wellbeing at end point of contact
- Level of distress for individual (self-assessed completed on referral)
- Number of individuals signposted to other services (in each setting)
- Number of individuals refusing support (in each setting)
- Case studies – 6 months after implementation (in each setting)
- Staff satisfaction (survey / interviews)
- Staff exit interviews / attrition rates (in each setting)

HMP Grampian

- Number of people referred to Assistant Psychologist and OT in 21/22/23
- Number of people seen 1:1 by Assistant Psychologist and OT
- Number of group sessions/ interventions held
- Number of information sessions held
- Number of self referrals
- Number of patients referred on to Community MH Team/ other services
- No. of assessments completed and adjustments proposed
- % of adjustments implemented
- % of prisoners not engaging with support
- No. of follow-up assessments completed.

Police Custody

- Number of Custody Support and Intervention Champions
- Number of iVPD reports submitted and referrals made

Justice Social Work

- Covered above

Balancing measures

- The % of people accessing services reporting improved outcomes.
- Percentage of Supervision Exit Questionnaires reporting improved MH outcomes
-

Change ideas

All

- Test whether training staff on ways to intervene earlier via undertaking distress interventions, compassionate conversations and self-management leads to increased access to support and improved outcomes

HMP Grampian

To help patients develop an understanding of mental health difficulties, factors that can impact upon mental health and develop coping strategies to reduce distress, the following tests will be undertaken

- Providing self-help materials and support to use them
- Delivering 1:1 CBT based interventions for mild to moderate mental health problems
- Delivering group CBT based interventions for mild to moderate mental health problems based on a structured protocol
- Delivery of information sessions on mental health related topics for patient self-referred to sessions.

To assess and address social care needs to prevent impact on mental health the following OT aspects will be tested:

- Undertaking assessments to identify reasonable adjustments in prison and community activities to facilitate engagement and reporting
- Providing education to prisoners on condition management in the context of daily activities
- Follow up review with prisoners who have had a previous assessment but not engaged
- Monthly report recommendations of support needs and adjustments needed in the prison/community
- Providing education to prisoners on supporting health and wellbeing and self-management through an occupational approach

Custody

- Test if Custody Support and Intervention Champions to talk to persons in custody increases the number of people giving consent to be referred to support agencies for help
- Test whether submitting iVPD reports to their local concern hub for persons with vulnerabilities identified in custody increases the number of referrals for support.

Justice Social Work

- Test whether compassionate support conversations delivered in-house increase the number of clients who access support and report improvement in their mental wellbeing.

Location/Test Group

City Wide; People in Policy Custody; HMP Grampian and CJSW.

Resources

Tests in HMPG will be undertaken by the two posts funded by Action15 monies. Tests with custody and JSW will be undertaken within existing resources.

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

- Duplication of effort and service delivery between the different staff groups and settings. This is being mitigated through co-production of the pathway and the services these roles provide.
- Barriers to information sharing. This will be mitigated by use of agreed protocols, information sharing arrangements and guidelines.

- Supervision and governance.
- Staffing a flexible model based primarily out of hours.
- Ensuring long term commission and robust ongoing monitoring
- If we need to create capacity within other services to take our new demand generated as a result of referrals, then we could talk about the training the other organisations may need to expand services further.

Project Team

John Donaghey, Aberdeen City Mental Health, Learning Disability and Substance Misuse Service.

Lynn Cameron, HMP Grampian

Laura Burns, Police Scotland

Lesley Simpson, ACC, JSW

Darren Bruce, Police Scotland

SAMH RE – Custody Centre

Linda Buchan – NHS - Custody Centre

Assistant Psychologist – HMP Grampian

Joanna Noble – HMP Grampian

Well Service rep – Penumbra

CJSW rep

Community Ideas for Improvement Evaluation/Status

No community ideas from the Locality Plans were aligned to the Project.

Outline Project Plan

Project Stage	Actions	Timescale
Getting Started (Project Score 1-3)	Hold workshop to review service specific data to contribute to overarching data set; agree change ideas.	October 2021
Designing and Testing Changes (Project Score 4-7)	Establish regular team meetings to develop, refine and implement change ideas. Charter to CPA Board Testing change ideas Continue to collect and analyse relevant data and identify data gaps Evaluate outcomes	November 2021 December 2021 Dec - April 2022 May 2022
Implementing and sustaining changes that demonstrate improvement (Project Score 7-10)	Implement successful tests of change and continue to monitor and measure performance.	Dec 2022
Spreading Changes (Project Score 9-10)	Share experience, outcomes and practice issues with partners Aim achieved	April 2023

This page is intentionally left blank

11.5 Youth Homelessness (2021)

Improvement Project Title Reducing Youth Homelessness				
Executive Sponsor Sandra MacLeod, Chair of Resilient, Included and Supported Group				
Project Lead Name: Graeme Gardner, Rapid Rehousing Team Leader, Aberdeen City Council Email Address: grgardner@aberdeencity.gov.uk				
Aim statement Reduce youth homelessness by 6% by 2023				
Link to Local Outcome Improvement Plan Stretch Outcome 11. Healthy life expectancy (time lived in good health) is five years longer by 2026 Stretch Outcome 7. 95% of all our children, including those living in our priority neighbourhoods, will sustain a positive destination upon leaving school by 2026.				
Link to Locality Plans There are no community ideas for improvement aligned to this project.				
Why this is important and issues with the current system? There are over 400 young people who present as homeless each year in Aberdeen. Youth Homelessness is caused by family breakdown, physical and mental health, previous exclusions from school, other education, training and employment.				
Age at Homeless Presentation	2017/2018	2018/2019	2019/20	2020/21
16 - 17	95	92	86	76
18 - 24	428	365	345	387
Total:	523	457	432	463
Youth Homelessness (16 to 24 year olds) as a percentage of people assessed as homeless is higher in Aberdeen than any other city in Scotland. (Aberdeen 29.3%, Scotland: 25.7%, North Lanarkshire: 28.3%, Dundee City: 28.3%, South Lanarkshire:25.8%, Edinburgh: 21.7% and Glasgow City: 18.8%).				
Experiencing Homelessness is known to have a damaging impact on people's health. Research published in 2018 found that:				
<ul style="list-style-type: none"> • Those with experience of homelessness had a 1.9 times higher rate of A&E attendance than their peers in the most deprived areas, and 3.5 higher rate than their peers in the least deprived areas • Those with experience of homelessness had a 1.7 times higher rate of acute hospital admission than their peers in the most deprived areas, and 3.1 higher rate than their peers in the least deprived areas • Those with experience of homelessness had a 4.9 times higher rate of admission to mental health specialties than their peers in the most deprived areas, and 20.5 higher rate than their peers in the least deprived areas 				

- Interactions with healthcare services increased in the years prior to the point of homelessness assessment and peaked around that time, especially (though not exclusively) for healthcare activity relating to mental health, drugs, and alcohol
- People assessed as homeless by local authorities had a mortality rate 2.1 times higher than people of the same age and sex in the most deprived 20% of areas of Scotland, and 5.3 times higher than those in the least deprived 20% of areas¹

In the last 5 years there has been an average of 82 homeless presentations a year from 16 & 17 year olds. 95% of 16 & 17 year olds who present as homeless come from their parental home or from friends and partners while 92% of them are asked to leave or have a relationship breakdown in their current home.

55% of 16 & 17 year olds go into Temporary Accommodation as a result of their homelessness application. Temporary Accommodation provided by ACC includes a 20 person Accommodation Unit which provides en-suite bed sit accommodation and Temporary Furnished Flats, which are located in the communities of Aberdeen. If the young person has no-where else to go they will stay in temporary accommodation while an assessment of their situation is undertaken. This type of accommodation is unsuitable for young people with one young person saying “One of the biggest issue was the amount of drugs that were circling around in the building. I had never touched drugs before but ended up getting heavily involved with drugs because everybody in there seemed to be doing them.”²

Following an assessment of their situation, if they are found unintentionally homeless the Council then has a duty to provide the young person with support and permanent accommodation. 39.5% of 16 & 17 year olds were not helped to a sustainable housing option or supported accommodation during 2018/19.

8% of Homeless presentations made during 2020/21 had also presented as homeless when they were 16 or 17 years old. This was a total of 106 people making 118 Homeless Applications. On average this group have made 3.5 Homeless Applications. 43 of the 118 repeat homeless applications were under 21 years old (36%).

81% of those who re-presented in 2020/21 were not previously helped to a sustainable housing outcome by the Council.

This does not include the people who do not present to the Council. Young people who are staying with friends often do not see themselves as homeless as they are not rough sleeping.

This can lead to a longer journey of homelessness as their situation goes unnoticed and therefore unsupported for longer. [Centrepoint \(2019\)](#) found that 55% of young people felt they could not tell anyone they were homeless.

¹ [Health and homelessness in Scotland: Scottish Government](#)

² [Preventing Youth Homelessness: Aberdeen Foyer](#)

Measures

Outcome measures

- Number of young people who present as homeless 16/17 year old, and 18 to 24.
- Number of young people who re-present as homeless 16/17 year old, and 18 to 24.
- No of Young People who sustain tenancies

Process measures

Community Hosting

- No. of different types of temporary accommodation placements available
- No. of individuals signed up as community hosts
- No. of C&YP staying with community hosts
- Length of stay with a community host
- % of C&YP moving from community host to a sustained tenancy
- No. of C&YP placed in temporary accommodation
- Length of time in temporary accommodation
- Length of Homeless Journey
- Type of support activities

Housing Options

- Length of time that a young person is supported after their homeless application has ended.
- % of young people supported who sustain their tenancies
- % of young people who engage with the support
- % of young people supported who gain a tenancy/accommodation
- % of young people referred to other agencies for other support.
- No. of interviews with Housing Options Officers on their professional development in supporting young people
- No. of support activities carried out by Housing Options Officers that prevent repeat homelessness

Early Intervention

- Number of young people participating in Upstream screening
- Student Attendance rates of young people identified as needing support through Upstream screening.
- Numbers accessing student support
- Number of students accessing housing support
- Number of working days between young person being identified through survey and accessing support
- Key Stakeholders report increase in understanding of each other's roles (measure at beginning and end of development sessions)

- **Balancing measures**

No. and % of 16/17 year old going into tenancies/supported accommodation and other options.

Change ideas

Community Hosting

Test whether a Community Hosting Model in Aberdeen will prevent young people from presenting as homeless.

Aberdeen Foyer have previously been commissioned by Aberdeen City Council and Aberdeenshire Council to undertake a feasibility study into the area. The full report can be read [here](#).

A Community Hosting model such as [Nightstop](#) provide young people with emergency accommodation in volunteers' private homes. The duration is from one night to several weeks. There are currently Nightstop services running in Edinburgh, West Lothian and Glasgow. An additional 28 services run elsewhere in the UK. The young person is provided a private room, evening meal, breakfast, a packed lunch, shower and use of the washing machine. There is no charge for the young person, temporary accommodation provided by the Council costs between £124.19 and £560 per week. A young person may not be eligible for help with the accommodation costs if they are in College or employment. Nightstop report a 70-80% move on rate. It provides the space for mediation work with families to take place which can enable young people to move home, if appropriate, or for appropriate longer-term accommodation to be identified.

Housing Options

Test whether provision of continued support to 16 and 17 year olds who leave the homeless process without a tenancy or completing their time in supported accommodation reduce the repeated youth homeless presentations that we see from people who initially present when they are 16 or 17 year olds, and therefore reducing youth homelessness.

This will involve appointing 2 Housing Options Officer who will work with the young people to ensure that they are safe and well when they leave the homeless process. Overtime they will build up a relationship with the young person to help support them in preparation for their next housing move. This could include work on their mental health, employment, training or tenancy skills.

Early Intervention

If we are to truly prevent and end homelessness, assistance must be moved upstream, identifying those at risk of homelessness and ensuring that appropriate support is made available to young people and their families.

Use of the [Upstream](#) survey tool to identify youth led ideas for change and responds to the challenge of intervening far earlier in the lives of young people and their families. The survey will be tested with an initial cohort of 300 young people under 18 years attending North East Scotland College's Altens campus to identify risk (Homelessness, wellbeing, engagement, resilience) which will help ensure the right support provision at the right time, enhancing these young people's ability to sustain their housing and positive destination in college.

Location/Test Group**Community Hosting**

This project for C&YP under 26 city wide and will and hosts will be across Aberdeen and Aberdeenshire.

Housing Options

The test group for the Housing Options project will be 16 to 17 year olds who leave the homeless system without a tenancy or place in supported accommodation.

Early Intervention

Vulnerable learners city wide, with initial testing taking place at NESCOL Altens campus, young people on Further Education courses aged under 18

Resources

The Community Hosting and Housing Options posts will be funded out of the Council general fund from monies allocated by the Scottish Government for Rapid Rehousing.

Early Intervention:

NESCOL Student Support service; Data expertise; Facilitation of key stakeholder sessions
DYW Coordinator has access to a small fund for delivery of wider DYW events/activities in the school

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

The first year will be an implementation year where the service provider has to set up and recruit volunteers therefore the full impact may not be seen by the target date of 2023.

Housing Options

There is a risk that funding of the posts will not continue beyond the target year as the Scottish Government funding may not continue.

Early Intervention

North East Scotland College (NESCOL) noted existing challenges in identifying and connecting with students in need of support. NESCOL have found that whilst their Altens campus has the lowest number of students accessing support, this campus also has the lowest attainment level, indicating a disparity in effectively connecting student to the support resources. It could indicate that students who would benefit from support are not doing so and Upstream would provide a means of identifying those students and being able to offer support that could lead to improved attainment levels. Further education was the most common destination upon leaving school for young people from the most deprived SIMD quintile in 2019/20³ which is also reflected in those attending the Altens campus.

Project Team

Graeme Gardner (ACC), Leona McDermid (Aberdeen Foyer), Angela Taylor, Ath Croft, Jim Currie, Martin Nicoll, Nicola Graham (SDS), Moya Grassick, Susan Morrison (ACVO), Brian Dunn (Aberdeen College), Michael Murray, (RSL), Catriona Bell (Reboot)

Community Ideas for Improvement Evaluation/Status		
There were no community ideas for improvement aligned to this project.		
Outline Project Plan		
Project Stage	Actions	Timescale
Getting Started (Project Score 1-3)	Youth Homelessness Workshop to start new project group	19/10/2021
Designing and Testing Changes (Project Score 4-7)	<p>Charter to CPA Management Group and Board</p> <p>Community Hosting research was commissioned by ACC and already been carried out. Permission to tender given 6/10/21 by ACC. Service specification currently being written. New service will provider will start testing changes when in place in first year.</p> <p>Housing Options Research and evaluation framework completed during first 6 months of 2021 with What Works Community and Centre for Homelessness Impact. Business Case to be approved for post to carry out work</p> <p>Upstream Facilitate purchase of Upstream survey tool with Cardiff University and NESCOL Pilot implementation of survey tool and analysis of data</p> <p>Track access and use of support</p> <p>Facilitate Development Sessions with Key Stakeholders</p>	<p>27/10/21 & 30/11/21</p> <p>01/04/2022</p> <p>01/01/2022</p> <p>By Dec 21</p>

	<p>Prototype change ideas with working group including young people and their parents/carers.</p> <p>Need to take into account changes as a result of No one Left Behind policy changes to employability, DYW review, FA's, senior phase, YPG</p> <p>Engagements in and with local communities to support and add value to the change ideas</p>	
<p>Implementing and sustaining changes that demonstrate improvement (Project Score 7-10)</p>	<p>Community Hosting Year 2 of the project will be the first full year of operation and demonstrating that the project is a viable and preventative tool in reducing youth homelessness</p> <p>Housing Options Monthly meetings will be held with staff team to capture what is working / not working. This team will be very flexible and responsive to needs of young people</p> <p>Upstream The successful elements of the change ideas would be tested and PDSA cycle engaged to continue improvements. Would need engagement, support and understanding of schools, young people and their families/carers. Changes to data recording and use of data to aid</p>	<p>April 2023 – 2024</p> <p>2022 - 2023</p> <p>By June 22</p>

	<p>coordination and development of solutions with young people enabling a city wide approach through improved data sharing. Engagements in and with local communities to support and add value to the change ideas</p>	
<p>Spreading Changes (Project Score 9-10)</p>	<p>Community Hosting Evaluation of project and decision made about whether to progress in future year</p> <p>Housing Options Aim to spread changes to the wider team, and consider whether to have a specific team for young people or spread the knowledge and skills across the team/services. Upstream Shift resource to earlier interventions Aim achieved.</p>	<p>2024 onwards</p> <p>2023 onwards</p> <p>By June 23</p>

Charter 11.6 Unpaid Carers (2021)

Improvement Project Title: Increase the number of unpaid carers feeling supported by 10% by 2023
Executive Sponsor (Chair of Outcome Improvement Group): Sandra MacLeod, Chief Officer, Aberdeen City Health and Social Care Partnership
Project Lead: Alison MacLeod
Aim statement Increase the number of unpaid carers feeling supported by 10% by 2023
Link to Local Outcome Improvement Plan: This is a project within the LOIP under Stretch Outcome 11 “Healthy life expectancy (time lived in good health) is five years longer by 2026” and Key Driver 11.1 “Supporting vulnerable and disadvantaged people, families and groups”.
Link to Locality Plans: This project has community ideas for improvement aligned to it within the North and South Locality Plans.
Why is this important <p>The aim of this project is to support unpaid carers in their caring role allowing them to enjoy a life alongside caring and to enable the caring role to be sustained.</p> <p>Unpaid carers are a critical part of the health and social care system. Collectively, they are the largest provider of care in the UK. It is estimated that the care they provide saves health and social care services in the UK over £10 billion each year. That could potentially equate to £3.5 million in Aberdeen City.</p> <p>The caring role is not always an easy one and it can take its toll on the Unpaid Carer. This is especially the case if the cared for person’s needs are complex and the care provided is intense and/or routine. Unpaid Carers are not only impacted by the mental and physical aspects of their caring role. Their emotional state can also suffer if the person they care for is a close relative or loved one who is either deteriorating physically before their eyes (perhaps with a terminal illness) or whose behaviour is changing and affecting the carer/cared for person’s normal relationship (for example when the cared for person has Dementia). The unpaid caring role is therefore at regular risk of breaking down, even if only for short periods at a time. Anytime the unpaid caring arrangement does not work, for whatever reason, the caring responsibility will more than likely be transferred to statutory, public sector partners which comes at a direct cost.</p> <p>The value of the role along with the risk was recognised by the Scottish Government and in April 2018 the Carers (Scotland) Act 2016 was implemented. The Act gives unpaid carers rights to access support including a break from their caring role should this be required. In April 2018 the Carers Strategy for Aberdeen City was published in response to the legislation. The strategy seeks to take into account those areas of a carers life that may be impacted by their caring role and identify the provision of a variety of support in order that they can continue in this role should they wish to do so.</p> <p>The Independent Review of Adult Social Care, published in February 2021 highlighted that “Carers need better, more consistent support to carry out their caring role well and to</p>

take a break from caring with regular access to quality respite provision. Carers should be given a right to respite with an amendment to the Carers Act as required, and a range of options for respite and short breaks should be developed.”

The Carer’s Strategy was due to be refreshed in 2020 in preparation for its expiry in March 2021, but we were unable to undertake the work required. Staff were diverted to the Covid response and carers advised that they were not in a position to respond to any consultation. The Covid Pandemic had a significant negative impact on those with a caring role. Traditional support services for cared for people were initially paused and subsequently delivered in alternative ways. In addition, some carers had additional worries to deal with on top of their caring role - the disruption of their normal work/school/social routines which in themselves brought some respite; concern over finances and future security through loss of employment or reduction in income; having to also home school; and concerns over their own health and wellbeing and what would happen to their cared-for person should they become unwell; to name a few. A full refresh of the Carers Strategy, incorporating the views of unpaid carers and their needs post pandemic will commence in July 2021 with a view to a new strategy being in place by April 2022.

When the original strategy was developed it was estimated that, in Aberdeen City, there could be up to 38,000 carers, 1,300 of which could be Young Carers. At that time only around 1,200 unpaid carers were known to services. Quarriers are currently analysing the current position.

In 2017, in preparation for developing the strategy, we undertook a survey of adult carers in Aberdeen. 343 adult carers responded. The results told us that: -

- 60% were female
- 57% were over 50
- 51% provided more than 35 hours of care per week
- 25% were retired

The two things that adult carers said would have the most impact upon their caring role were: -

1. The provision of regular and appropriate respite,
2. The cared-for person themselves receiving adequate services in their own right.

There is evidence from the Resource Allocation Panel (Adults) and the Resource Allocation Forum (Children’s) that carers have expectations of the support their cared-for person should receive which do not match the Eligibility Criteria within which assessments of care needs are undertaken.

The survey also revealed that: -

- 72% of carers felt that their mental health and wellbeing had suffered as a result of their caring role;
- 65% said they felt more lonely or isolated because of their caring role;

- 55% advised they have experienced difficulties in their relationship with the person they care for.

In 2019, the same survey was repeated, with only 103 responses this time, and those percentages had increased to 86%, 75% and 57% respectively. The smaller sample may have impacted the results; however, they indicate a worrying trend which demonstrates the increasing fragility of the service provided by unpaid carers.

Specifically, in the survey, carers were asked whether they agreed or disagreed with the statement “I feel supported to manage my caring responsibilities whilst continuing to have a life alongside caring”. In 2017, 25.09% of respondents agreed, or strongly agreed with this statement. In 2019, this had reduced to 22.00% although it should be noted that 28.46% in 2017 and 23.00% in 2019 neither agreed nor disagreed with the statement.

We plan to repeat the survey later this year which will not only provide an insight into the impact of Covid on carers in Aberdeen but also a baseline for measuring any improvement this project achieves.

In 2019, ACC Children’s Services commissioned Barnardo’s to provide a Young Carers Support Service. In December 2020 ACHSCP recommissioned our Adult Carers Support Service. This is now provided by Quarriers. At the time the Carers Strategy was implemented, staff training and carer awareness raising sessions were delivered. There have, however, been many new initiatives introduced in Adult Social Work in the intervening period e.g. Franks Law and the Appropriate Adult Scheme, and coupled with the introduction of a new provider and the impact of Covid, it is felt that the time is right to repeat these sessions. Both Barnardo’s and Quarriers are represented on the Carers Strategy Implementation Group who will support us in reaching carers and delivering on this project charter.

Measures:

Outcome Measures:

- No. & % of unpaid carers feeling supported (22% baseline)

Process measures:

- No. and % of Adult Social Work Care Managers attending carers rights training/information sessions
- No. of staff aware of carers rights
- No. of staff reporting increased awareness of carers rights
- Campaign analytics
- No. of carers aware of carers rights
- % of carers offered support/respite
- No. & % of carers accessing support
- No. & % of carers aware of eligibility criteria
- No. of people viewing the carers section on the new agile website
- No. of sessions with community groups/organisation on carers rights
- No. of informal/free supports available in the community available for promoting to carers

- No. of businesses participating in the respitality scheme
- No. of respite/short break provided via the respitality scheme
- No. of businesses in Aberdeen awarded one of Carer Positive awards of ‘engaged’, ‘established’ and ‘exemplary’
- % of carers employed by a Carer Positive employer
- No. of respite/short breaks met from existing service provision

Balancing Measures:

- Impact on Unmet Need
- Impact on income (from waiving of charges for the provision of support to Carers)

Change ideas

1. Test whether information sessions/training co-produced by carers for Adult Social Work Care Managers increases staff awareness/knowledge of carers rights and sharing of available support offered to carers at the earliest opportunity.
2. Test whether an awareness raising campaign providing information on rights, eligibility criteria, and opportunities increases awareness of and uptake of support (South LP)
3. Test whether a unique section on the new agile website, to coincide with information on how to access care and support, increases awareness of carers rights and eligibility for support and supports available. No more than 3 clicks away from the information a carer needs.
4. Test whether sessions/capacity building with community groups/organisations on carers rights/needs etc increases the no. of informal and free support available for carers to access. (North Locality Plan)
5. To test whether a respitality scheme with businesses increases the range of co-designed respite/short break provisions available. (North Locality Plan)
6. Test whether promotional activities targeted to businesses on the benefits of the Carer Positive Award Scheme in Aberdeen through different channels (social media, case studies, website page) increases the number of businesses who are members of the scheme and having ‘carer friendly’ policies and working practices to support carers who might need to work in a more flexible manner.

Location/Test Group

City wide; unpaid carers; local businesses; and Adult Social work

Resources

ACHSCP receive dedicated funding from the Scottish Government for Carers Support. Some of this funding is already used to commission both the Young and Adult Carers Support Services and to provide existing support for carers. The funding was substantially increased in 2021/22 and some of this additional funding will be utilised to deliver the change ideas in this project charter.

The external funding team have provided a GRANTfinder report which lists 10 potential additional funding sources although all of these are only available to third sector organisations. One of these, the Princess Royal Respite Fund for Carers, is already accessed by carers in Aberdeen City via the Carers Trust. The details of the others will be passed on to both Quarriers and Barnardos, who will explore whether they may be able to access funding to further support delivery of the project

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

The following are risks and/or barriers to success that we have identified along with mitigating actions: -

Risk/Barrier	Mitigating Action
Lack of resource to undertake awareness raising and engagement	Utilise resource available via Carers Strategy Implementation Group and partner organisations.
Lack of funding to provide support required	Ring fencing of Carer Strategy Implementation Funding for support for carers
Lack of availability of support either formal or informal	Work with providers and community groups to increase provision in line with need
Lack of understanding of specific needs of various groups of carers	Comprehensive Engagement Strategy using existing Carers Groups. Check back technique to confirm understanding
Lack of engagement from either carers or providers	Promotion of benefits and incorporation into carer induction with Adult Carers Support Service. Engagement with Provider Forum.

Project Team:

There is already in place a Carers Strategy Implementation Group (CSIG) which includes the Project Manager and various Subject Matter Experts from ACHSCP, ACC, partners and providers as well as the two IJB Carers Representatives. The full list of representation as per the Terms of Reference is: -

- Lead Strategy and Performance Manager (Chair)
- Stay Well Stay Connected
- Link Workers
- Nursing (Community Nurses, School Nurses, Health Visitors)
- Allied Health Professionals
- Adult Social Work
- Development Officer Carer and Service User Involvement
- Commissioning
- NHSG
- ACC Children's Services (Young Carers)
- ACVO
- Scottish Care
- Bon Accord Care
- IJB Carer Reps
- Adult Carer Support Service (Quarriers)

<ul style="list-style-type: none"> ▪ Young Carer Support Service (Barnardo's) ▪ Third Sector – Alzheimer's Scotland, CLAN, Sue Ryder, Charlie House <p>The group meets regularly to oversee implementation of the current Carers Strategy and refresh of the new one. This established Group will also be the Project Team for this project rather than creating another bespoke team which would, in all likelihood, replicate the membership.</p>	
Community Ideas for Improvement Evaluation/Status	
Community Ideas for Improvement	Evaluation Rationale
North	
Increase the number of informal opportunities for unpaid carers across the locality.	This idea aligns to change idea 4
Co-design local unpaid carers resources and support.	Discussion ongoing with carers and this aligns to existing change ideas.
Explore opportunities to support unpaid carers with their wellbeing post lockdown	Discussion ongoing with carers to identify supports and this aligns to existing change ideas.
Increase support for dementia sufferers and their carers.	Change idea to raise awareness of available supports both through promotional campaign and new website and also aligns with change idea 4.
South	
Identify early intervention and prevention support for unpaid carers in the community with a view to addressing gaps and support.	Change idea to provide information on available supports to raise awareness/uptake at the earliest opportunity and to raise awareness with community groups/businesses to support increase opportunities.
Central - There are no community ideas from the Central Locality Plan aligned to this project	

Outline Project Plan - Set out your initial plan about the timeline for your project. (This should be reviewed regularly)		
Project Stage	Actions	Timescale
Getting Started (Project Score 1-3)	Engagement with initial Stakeholders (CSIG, Commissioned Service Care Management)	September 2021
	Develop Project Charter	October 2021
	Submission of Project Charter to CPA Board and approval of Project Charter	November 2021
Designing and Testing Changes	Undertake survey/focus groups to test current	January 2022

<p>(Project Score 4-7)</p>	<p>awareness amongst both carers and staff of carers rights and eligibility criteria.</p> <p>Undertake training and awareness raising on carers rights and eligibility criteria.</p> <p>Review of short break opportunities requested by carers and percentage met by existing provision</p> <p>Repeat survey/focus groups to test impact. List compiled of short breaks opportunities not met by existing provision</p>	<p>January 2022</p> <p>February 2022</p> <p>March 2022</p> <p>March 2022</p>
<p>Implementing and sustaining changes that demonstrate improvement (Project Score 7-10)</p>	<p>Training on Carers rights embedded in induction training for staff</p> <p>Review of advice and information for new carers</p> <p>Maintenance arrangements for the ongoing updating of the list of support available and where/how to access this</p> <p>Work with communities and market to shape provision of range of respite/short breaks not already covered by current provision.</p>	<p>July 2022</p> <p>July 2022</p> <p>July 2022</p> <p>December 2022</p>
<p>Spreading Changes (Project Score 9-10)</p>	<p>Continue targeted review of knowledge and understanding amongst carers and staff</p> <p>Continue to monitor demand versus supply of respite/short break opportunities plugging gaps where these are identified</p>	<p>October 2023</p> <p>October 2023</p>

This page is intentionally left blank



Community Planning Aberdeen

Progress Report	Child Poverty Action Report
Lead Officer	Derek McGowan
Report Author	Derek McGowan Chief Officer – Early Intervention and Community Empowerment, Aberdeen City Council Tracy Davis Child Health Commissioner, NHS Grampian
Date of Report	4 th October 2021
Governance Group	CPA Board – 30 November 2021

Purpose of the Report

The purpose of this report is to:

- Provide a 6 monthly update report to the Community Planning Aberdeen Board
- This follows instruction from the Operational Delivery Committee on 13th January 2021 for Community Planning Aberdeen to provide a half yearly report on the actions being taken by Community Planning Aberdeen to reduce and eradicate child poverty around the priorities for 2020/21, as noted in Appendix 1 to the Child Poverty Action report discussed at Committee that day.
- Please note that national child poverty statistics are not yet available. This report therefore cannot draw any inference on whether actions being taken have affected child poverty rates in the City.

Summary of Key Information

1 BACKGROUND

1.1 The Child Poverty (Scotland) Act 2017 (the Act) fully entered into force on the 1st July 2019. The Act sets out steps required by the Scottish Government, Local Authorities and Health Boards to tackle child poverty. The Act identifies four definitions for poverty; identifies targets to be achieved by 2030, and a requirement for Local Authorities and Local Health Boards to agree a Child Poverty Action Plan, to be report to Scottish Ministers on this annually.

2.2 Poverty is defined in the Act under four different headings:

- Relative poverty
- Absolute poverty
- Combined low income and material deprivation
- Persistent poverty

2.3 At Operational Delivery Committee on the 17th September 2019, the Committee agreed to adopt the Local Outcome Improvement Plan as Aberdeen City Council's CPAR for the years 2019-22. This follows the Scottish Government guidance on developing the CPAR, which advocates adopting a Community Planning approach to tackling this issue. NHS Grampian have adopted the same approach in recognising the wider input of agencies across the City and this is reflected in the joint report.

3 Child poverty targets

3.1 Section 1 of the Act sets out targets that the Scottish Ministers must meet by 2030. These are that, of children living in households in Scotland:

(a) less than 10% fall within relative poverty

(b) less than 5% fall within absolute poverty

(c) less than 5% fall within section 5 combined low income and material deprivation

(d) less than 5% fall within section 6 persistent poverty

3.2 Section 2 of the Act sets out Interim targets, that must be met by the Scottish Ministers in the financial year beginning with 1 April 2023. These are, that, of children living in households in Scotland—

(a) less than 18% fall within relative poverty

(b) less than 14% fall within absolute poverty

(c) less than 8% fall within combined low income and material deprivation

(d) less than 8% fall within persistent poverty

3.3 These measures cannot yet be defined at a Local Authority level. However, the most recent data [available](#) suggests that in Aberdeen 21.5% of children are living in poverty, defined as 'below 60% median income after housing costs'. This is reducing, having reached 22.8% in 2016/17. This demonstrates that the positive steps being taken by the Council and partners in tackling child poverty are having an impact.

4 Local Child Poverty Action Reports

4.1 The Child Poverty (Scotland) Act 2017 (the Act) requires each Local Authority and NHS Board to publish a CPAR and undertake annual monitoring and reporting to demonstrate progress against agreed targets.

4.2 A local CPAR must describe any measures taken in the area of the local authority during the reporting year by the local authority and each relevant Health Board for the purpose of contributing to the meeting of the child poverty targets, and measures that are proposed to be taken to meet these targets.

4.3 Additionally, a local CPAR must describe any income maximisation measures taken in the area of the local authority during the reporting year to provide pregnant women and families with children with—

a) information, advice, and assistance about eligibility for financial support,

b) and assistance to apply for financial support; and any measures taken during the reporting year, or which are proposed to be taken, in the area of the local authority in relation to children living in households whose income

is adversely affected, or whose expenditure is increased, because a member of the household has one or more protected characteristics.

5 Scrutiny of the targets.

5.1 The Act states that progress against these targets will be scrutinised nationally by the Poverty and Inequality Commission. However, at a local level it is the responsibility of the Local Authority and Health Board to publish, as soon as practical after the end of each financial year, a report on progress locally. The submission of this report is later than anticipated this year, this is due to the focus on responding to Covid-19 and the late availability of some data sets required to provide a more comprehensive view of work that has been undertaken.

5.2 At Operational Delivery Committee on the 13th January 2021, the Committee agreed a recommendation that the Committee receives a half yearly report on the actions being taken by Community Planning Aberdeen to reduce and eradicate child poverty around the priorities for 2020/21.

6 Child poverty in Aberdeen.

6.1 It has been estimated pre-pandemic that around 5500 children in Aberdeen were living in poverty, a rate of 21.5%. It is expected that the effects of the pandemic will mean that this figure has increased, despite the ongoing work that Community Planning partners have been taking since March 2021 to mitigate any impact. Child poverty is defined in this regard as being as below 60% of median income after housing costs.

6.2 This report is designed to provide Community Planning Aberdeen partners, and subsequently Aberdeen City Council's Operational Delivery Committee, with an update on the steps being taken to eradicate child poverty in the City, with regards to the steps identified in the Local Child Poverty Action report.

7 Structures to tackle poverty across Aberdeen

7.1 Through the refresh of the Local Outcome Improvement Plan (LOIP) in the first half of 2021, how poverty in all its forms has been reviewed, with the LOIP refreshed to ensure that it reflects current priorities. This has included the creation of a new Anti-Poverty Outcome Improvement Group, aimed at ensuring no one in Aberdeen will suffer due to poverty by 2026. In addition this renewed partnership focus on the immediate and acute causes of poverty, across the City there are many single service measures that continue to be taken every day to tackle child poverty.

NEXT STEPS

8.1 The availability of national data on Child Poverty is crucial as it lets partners know how the rate of child poverty in the City, relative to the previous years data. The publication of data this Autumn will give the first structured and robust evidence of the impact of the pandemic on child poverty in the City, and therefore a basis for understanding the impact our collective efforts have

made. This report presents a picture of steps taken, and local outcomes, but cannot provide the full picture the national data will. It is proposed therefore that this report is considered in that context, and is updated once national data becomes available.

Recommendations for Action

It is recommended that the Board:

- i) Notes the content of the report;
- ii) Notes that if national child poverty data becomes available in this cycle, this report will be updated and circulated to the Board as report deadlines permit; and
- iii) Notes that the full Child Poverty Action report for 2020/21 will be submitted to Community Planning Aberdeen once all relevant data is available.

Opportunities and Risks

Opportunities:

- To ensure partnerships and structures are effectively tackling child poverty;
- To ensure sufficient scrutiny of progress on tackling child poverty,
- To continue to reduce the rate of child poverty being experienced in the City.

Risks:

- National data being unavailable means that this report cannot provide a full picture of child poverty in Aberdeen.

Consultation

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

Tracy Davis

Child Health Commissioner, NHS Grampian, tracy.davis12@nhs.scot

Angela Kazmierczak, Financial Inclusion Team Leader, Aberdeen City Council

CPA Management Group

Background Papers

- Appendix A – 6 monthly update report

Contact details:

Derek McGowan

Chief Officer – Early Intervention and Community Empowerment

Aberdeen City Council

demcgowan@aberdeencity.gov.uk

Appendix A

The three main drivers of Child Poverty:¹

Employment: Income from parent's work and earnings is not sufficient to lift them from poverty

Household costs: The costs of living that household have to cover are too high

Social Security: Income from social security has been cut back significantly by the UK Government, particularly for families with children, and is now inadequate to lift families from poverty

	On target and within timescales.
	Some risk to targets or timescales. Mitigation required.
	Significant risk to targets, timescales or objective. Requires escalation.

Action Description	Poverty Driver Impacted	Responsible Services	Due Date	Review Date	RAG Status
<p>Reinforce and promote the importance of attending for antenatal care, with the aim to increase the number of vulnerable mothers eligible and in receipt of the Best Start Grant</p> <p>Income maximisation teams to continue supporting people to claim for their eligible benefits.</p>	Increased uptake of social security	<p>NHS Grampian</p> <p>ACC Department of Work and Pensions</p> <p>Social Security Scotland</p>	March 2022	March 2020	
Progress					
The Scottish Government (SG) published a report up to the end of February 2021 giving an overview of high level statistics for the Best Start Grant (10 th December 2018 to 28 th February 2021) and Best Start Foods (12 th August 2019 to 28 th February 2021) ² . In Aberdeen City, 7880 applications were received					

¹ <https://www.gov.scot/publications/child-chance-tackling-child-poverty-delivery-plan-2018-22/>

² <https://www.gov.scot/publications/best-start-grant-and-best-start-foods-high-level-statistics-to-31-march-2020/>

in that period, - 3% of the total number of applications received. 70% of these were authorised. Quarterly figures are made available, however there is currently no function to compare each quarter.

Action Description	Poverty Driver Impacted	Responsible Services	Due Date	Review Date	RAG Status
Promote the Neonatal Expenses Fund with the aim of identifying vulnerable parents who are eligible, so that they may can be supported so spend as much time as possible with their babies while they are receiving care in the neonatal unit.	Reducing the cost of living	NHS Grampian Friends of the Neonatal Unit	March 2022	March 2020	
Progress					
All parents who have a baby admitted to the neonatal unit are provided with the information that they require with regard to the Neonatal Expenses Fund. Through liaison within the clinical management structure, an application form has been included within the universal information pack provided to all families on admission. The aspiration for the future is to develop a mechanism for data collection, enabling an oversight of uptake of the fund and to use this information to further target promotion so that all vulnerable, eligible families can benefit. This work continues and is embedded.					

Action Description	Poverty Driver Impacted	Responsible Services	Due Date	Review Date	RAG Status
Provide more support to children and families in the earliest years through delivery of the Universal Health Visiting Pathway (UHVP) and Family Nurse Partnership Programme.	Increased uptake of social security Reducing the cost of living	NHS Grampian	March 2022	March 2020	
Progress					
<p>All Health Visitors and Family Nurses are talking to families about financial inclusion and income maximisation through routine enquiry within the UHVP. Generic email addresses have been set up with Financial Support Services in each of the three Local Authorities, and data requirements have been determined. There is still an Information Governance obstacle to overcome, in that NHSG IG have requested further information on the referral process and how information will be shared (with an agency external to NHSG).</p> <p>Health Visitors and Family Nurses feel that they would benefit from group workshops/ shared learning as to their experiences of implementation of the Financial Inclusion Pathway. This will present an opportunity to promote MEOC. Online training, events, updates will be added to the partnership websites. Online updates, training and shared learning opportunities will be applied to the NHSG website.</p> <p>Referrals are still being made on a daily basis and recorded in clinical systems. It is not yet possible to determine the amount of money that has been made available.</p>					

Action Description	Poverty Driver Impacted	Responsible Services	Due Date	Review Date	RAG Status
Continue to grow and sustain 'Making every Opportunity Count' (MeOC) at a Community Planning Partnership level	Reducing the cost of living Increased uptake of social security	All services within the Community Planning Partnership	March 2022	March 2020	
Progress					
<p>The aspiration is that MeOC be the framework by which conversations could be had about all aspects of Financial Inclusion. It was agreed that the ethos and principles of MeOC would provide the structure for the development of the Child Poverty Action Report, incorporating all that is being delivered.</p> <p>Opportunities to introduce the MeOC model have been identified, however there is still work to be done to roll it out more widely and embed it as a sustainable framework.</p> <p>There has been a refresh of the virtual training package.</p>					

Action Description	Poverty Driver Impacted	Responsible Services	Due Date	Review Date	RAG Status
Via Healthier, Wealthier Children: (Developing financial inclusion referral pathways in Scotland's funding plan) develop and implement a Midwifery and Early Years Practitioners pathway, policy and procedure to financial support services across Grampian.	Reducing the cost of living. Increased uptake of social security.	NHS Grampian Local Authority Poverty Action Groups Social Security Scotland	November 2021	March 2020	
Progress					
<p>Around £8k was allocated to NHSG through the Healthier, Wealthier Children's fund for 2018/19. This was used to fund Health Improvement staff to establish and implement the process, guidance, resources and governance for the Financial Inclusion Pathway. This was translated into a virtual model during Covid and has been underway since November 2020.</p> <p>An allocation of £22k has been issued for 2019/20. See planned actions for 2021/22 against the funding below.</p>					

Action Description	Poverty Driver Impacted	Responsible Services	Due Date	Review Date	RAG Status
Investment in Scottish Housing Quality Standard , including replacement window and insulation work to address fuel poverty in homes	Reducing the cost of living	Aberdeen City Council	March 2021	March 2020	
Progress					
<p>The percentage of Aberdeen City households considered to be in fuel poverty is 21.1%.</p> <p>In 2020/21 – 88.26% of homes met the Scottish Housing Quality Standards</p> <p>In 2020/21 - 61 new window installations were undertaken</p> <p>In 2020/21 - 25 new heating systems were installed</p>					

Action Description	Poverty Driver Impacted	Responsible Services	Due Date	Review Date	RAG Status
Attainment and Transitions to Adulthood Improvement Group established to increase the number of young people living in priority areas who progress to a positive and sustained destinations Increase in the number of apprenticeships offered in priority areas	Income from Employment	Aberdeen City Council Skills Development Scotland	March 2021	March 2020	
Progress					
In 2018/19 ???% of school-leavers went on to a sustained positive destination.					

Action Description	Poverty Driver Impacted	Responsible Services	Due Date	Review Date	RAG Status
10,000 free meals will be provided to children through the award winning Food and Fun initiative Provision of meals was changed to vouchers to ensure that during lockdown periods families were still able to access food.	Reducing the cost of living	Aberdeen City Council CFINE ACVO Community Groups	March 2021	March 2020	
Progress					
In 2020/21 the number of meals provided was ?????					

Action Description	Poverty Driver Impacted	Responsible Services	Due Date	Review Date	RAG Status
Continue to expand the provision of free sanitary products	Reducing the cost of living	Aberdeen City Council NHS Grampian CFINE	March 2021	March 2020	
Progress					
The number of sites where free sanitary products can be accessed is now 54.					

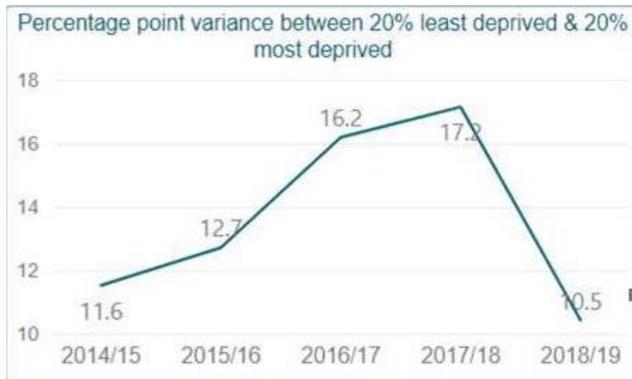
Action Description	Poverty Driver Impacted	Responsible Services	Due Date	Review Date	RAG Status
Development of UNICEF Child Friendly Cities accreditation programme	Reducing the cost of living	Aberdeen City Council NHS Grampian Police Scotland UNICEF	March 2021	March 2020	
Progress					
Progress is ongoing in delivering this.					

Activity undertaken	Partners involved in activity	Assessment criteria
Economy		
Support to those on, or transferring to, Universal Credit, and those on benefits.	<p>Aberdeen City Council</p> <p>NHS Grampian</p> <p>Department of work and Pensions</p> <p>Community Food Initiatives North East (CFINE)</p> <p>Social Security Scotland</p>	<p>All Housing Officers trained in advising and supporting on Universal Credit issues.</p> <p>At the end of 2020/21 there were 13583 Council tenants on Universal Credit. Of these, 3350 were single with children, and 1470 were a couple with children.</p> <p>Financial Inclusion Team assisted those claimants with children to access £504,493.82 cumulative gain.</p>
Investment in Scottish Housing Quality Standard, including replacement window and insulation work to address fuel	Aberdeen City Council	<p>23% of households are believed to be in fuel poverty in Aberdeen.</p> <p>In 2020/21 – 88.26% of homes met the Scottish Housing Quality Standards In 2020/21 - 61 new window installations were undertaken In 2020/21 - 25 new heating systems were installed</p> <p>Energy Efficient Standard for Scottish Housing (EESH) – 92.5% of properties within scope of EESH (20,285 are within scope)</p>

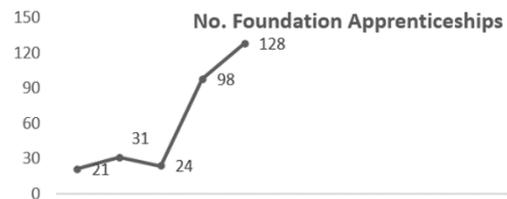
poverty in homes		
Provision of Heat with Rent for Council Housing	Aberdeen City Council Aberdeen Heat and Power Ltd	Number of 2 bedroom or larger family homes benefitting from Heat with Rent – ????
Use of Scottish Attainment Challenge (PEF) Funding totalling £ 2,845,080 to benefit those pupils in receipt of free school meals	Aberdeen City Council Third Sector partners School Communities	<p>All schools analysing the poverty related attainment gap in their own context, and the impact of poverty on pupil attainment, to plan appropriate targeted interventions to address this. All SAC plans quality assured by the central education quality team and by the Education Scotland Attainment Advisor.</p> <p>Around 2,400 children and young people across the city accessing targeted interventions in primary and secondary schools.</p> <p>The majority of city schools have implemented a range of interventions using PEF funding, some of these are targeted at specific pupils, others support a wider group. Many pupils, particularly in schools with high allocations of PEF funding, are accessing more than one intervention and it is therefore difficult to accurately identify which specific intervention has led to assessed improvements. In some cases, it is likely there has been a cumulative beneficial effect of several targeted interventions. Although this makes accurate evaluation and reporting more difficult, ultimately, of course, the result is positive for children and young people.</p> <p>Almost all schools report encouraging early evidence of improvements around mental health and wellbeing, resilience, emotional wellbeing and pupil engagement. As well as reference to specific data such as pupil attendance, schools report positive changes in areas such as improved pupil confidence in their own abilities and increased engagement in learning.</p>

		<p>The majority of schools are beginning to note improvements in attainment in literacy and numeracy for pupils targeted for specific interventions. In some schools this has led to a reduction in the poverty related attainment gap, as the rate of improvement for targeted pupils has outstripped others. This is particularly noticeable in the primary schools which also benefit from Scottish Attainment Challenge funding.</p> <p>Across the city there is evidence of the wider impacts associated with the additional funding. There has been an increase in collaborative working, both within and across schools and teachers planning and working together has contributed to the development of a more positive and collegiate ethos underpinned by the sharing of practice across individual schools and across Associated School Groups. In some cases, for example, this has included pooling of resources and collaborative working to source professional learning opportunities for staff on specific priorities e.g. The Visible Learning Approach.</p> <p>The majority of city schools have considered sustainability as part of their planning work, and this has led to a focus on building staff skills and capacity, sharing and embedding of practice, and improving use of data in planning and evaluation. However, it is recognised that the availability of additional resource has been key to achieving positive impacts, particularly for the most disadvantaged pupils.</p>
<p>Use of Scottish Attainment Challenge (SAC) Funding totalling £ 635,732.56 to benefit those pupils in each of the 7 identified</p>	<p>Aberdeen City Council Third Sector partners</p>	<p>7 SAC schools – 4 primary and 3 secondary utilising funding to minimise the impact of poverty on children and families and mitigate against its most adverse effects in respect of pupil attendance, engagement, attainment, opportunities and achievement.</p> <p>City schools have well-established relationships with a wide range of Third Sector partners, and we plan to continue to support and develop these partnerships to promote child and family learning. These include programmes such as breakfast clubs, designed to promote attendance and reduce lateness, activities to promote engagement and positive attitudes to learning, pupil counselling and family learning packages. Physical and mental health and wellbeing are fundamental to children and young people being able to engage fully with learning, as a result a number of partners are engaged in working with our schools to deliver programmes aimed at increasing confidence</p>

Challenge Schools		<p>& self-esteem, improving communication (talking & listening), improving literacy (reading & writing) and increasing motivation. A number of these focus on pupils participating in sporting activities, while others focus on developing social skills, supporting the wider family, establishing routines, offering practical advice and signposting other sources of support.</p> <p>There is evidence that some young children have delayed language acquisition and a subsequent need to ensure that we have a means of upskilling our workforce to address this. Our work with the PEEP (Parents as Early Educators) programme and recognises the importance of supporting parents in their vital role as early educators of their children. Post COVID-19 we will continue to work with our NHS colleagues to develop a shared, evidence-based approach to supporting the development of young children's speech, language and communication skills.</p>
Developing the Young Workforce	<p>Aberdeen City Council</p> <p>Skills Development Scotland</p>	<p>Data for 2020/21 is not yet available. The tables below show the most recent data available.</p> <p> Variance Tables - Sustained Leaver De</p> <p> Variance Tables - Initial Leaver Destin:</p> <p> Positive Initial and Sustained Destinat</p> <p>Attainment and Transitions to Adulthood Improvement Group established to increase the number of young people living in priority areas who progress to a positive and sustained destinations.</p>



Increase in the number of apprenticeships offered in priority areas



Children and Young People		
Provision of £1.6million Fairer Aberdeen Fund through Participatory Budgetting approach to support local organisations to deliver support to communities	Aberdeen City Council Aberdeen Council for Voluntary Organisations (ACVO) Community groups	Annual returns on activities as required under grant agreements from the following projects: Cummings Park Community Flat Printfield Community Project STAR Community Flat Tillydrone Community Flat CFINE Tackling Food Poverty Middlefield Community Project Under 11s Middlefield Youth Flat Fersands Youth Work Fersands Family Centre Twos Group and Family Support Worker St Machar Parent Support Project Home Start CAB Money Advice Outreach CFINE SAFE Pathways St Machar Credit Union
Free meals provided to children through the award winning Food and Fun initiative	Aberdeen City Council CFINE ACVO Community Groups	2020/21: 10,732 meals provided
Continuing support for	Aberdeen City Council	Recommissioning of Big Noise Torry for the period 2020-26. At mid-March 2020, Big Noise Torry was engaging regularly with around 530 children and young people from the Torry

Big Noise Torry / SISTEMA programme	SISTEMA Scotland	community. That included: around 15 babies/toddlers signed up to Little Noise; 125 Nursery children; 260 P1-3s receiving Big Noise sessions during the school day (including around 50 also participating in after-school); and 180 participating in the after-school club. An outline of the programme delivered is contained in the table below.		
		Little Noise	Weekly	Babies and Carers
		Nursery Sessions	Weekly	All children attending Walker Road and Tullos nursery classes
		Primary 1-3 In-school sessions	Twice Weekly	All P1-3 children at Walker Road and Tullos primary schools
		Additional Support Classes	Weekly	Targeted at young people across the stages in primary school. Focus on developing literacy skills
		Big Noise After-School Club	Delivered Monday to Thursday weekly	For young people from P3 – P7 from Walker Road and Tullos Primary Schools
		Big Noise Holiday Clubs	Delivered Monday to Thursday weekly	Open to all after-school participants for eight weeks during the spring, summer and October school holidays
		Priority Families Additional Support	Ongoing support as and when required	Targeted engagement with approximately 30 families to provide individual input / relationship building towards engagement.
		Adult Orchestra	Weekly	For parents and community members in Torry
		Volunteering Programme	Ongoing	Opportunities for adults from Torry community and across Aberdeen
Aberdeen – Wide Holiday Programme	Defined weeks within holiday programmes	Extending the music education offer to children from across Aberdeen (working alongside the Big Noise Torry children)		
Provision of free sanitary products	Aberdeen City Council	Free sanitary products are available in all primary, secondary schools as well as Westburn and Craigelea Children’s Centre.		
	NHS Grampian	54 sites in total are providing access to free sanitary products.		
	CFINE			

Expansion of Early Years provision	Aberdeen City Council	<p>Number of Pupil Support Assistants</p> <p>Early Years – 7.1 FTE</p> <p>Development of Integrated Children and Family Services family learning offer to ensure full utilisation from August 2020</p> <p>Development of Ready, Steady, Two to support delivery of high quality services to eligible 2s</p> <p>The Educational Psychology team have developed and offered Emotional Literacy for Support Assistants (ELSA). ELSA provides knowledge, practice and coaching on an incremental learning model for PSAs and mid-year evaluations are positive. In preparation for the expansion to 1140 hours of Early Learning and Childcare, the team have developed an invaluable Ready, Steady, Two resource to support staff to work with eligible 2s and those who have not met developmental milestones.</p> <p>Considerable work has been undertaken in preparation for the expansion of Early Learning and Childcare including the development of a new ELC admissions process. This will see the universal availability of PEEP in all ELC settings. The programme is currently being re-set in light of delays resulting from social distancing measures and will now be delivered virtually over 5 half day sessions. The course will cover the Why, What and How of the Peep Learning Together Programme (LTP), to enable staff to deliver it effectively to support the families that they work with. The LTP is an evidence-based programme that helps parents and carers to support their young children's development by valuing and building on the play and learning opportunities in everyday life https://www.peeple.org.uk/ltp</p> <p>20 practitioners have recently undertaken the training with a further 3 suites of training fully booked which will result in 18 further trained practitioners. By August 2021 every ELC setting, both Local Authority and Funded Provider, will have a fully trained PEEP practitioner to work with and support families.</p> <p>Work has been undertaken to improve knowledge of the impact of poverty on families. The introduction of ELC Excellence and Equity practitioners has had a positive impact on supporting children and their families in our priority areas. In partnership with</p>
------------------------------------	-----------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

		community groups The Excellence and Equity Practitioners have been involved in initiatives such as 'HealthyFamily Fun Day' which showcases a variety of services across the community that are available to support and advise families. Through the delivery of PEEP groups, outdoor learning sessions and Book Bug sessions they have supported the positive engagement of families in their children's learning. Early engagement with families through links with toddler groups has supported the building of relationships and smooth transitions into the ELC setting.
GIRFEC	Aberdeen City Council	Partnership Improvement Group in place to continually improve agreed partnership approaches A terms of reference has been agreed and the composition of the group is currently being refreshed.
Aberdeen City Council National Improvement Framework Plan 2020/21 agreed.	Aberdeen City Council	Scrutiny through Integrated Children's Services Board; Education Operations Committee and annual reporting to Council NIF self evaluation LINK TO FOLLOW
Reducing the cost of the school day. Minimise the costs of the school day and maximise the uptake of free	Aberdeen City Council	4 pledges were agreed by the Education Service <ul style="list-style-type: none"> • <i>No child or young person will start school without a breakfast</i> • <i>All children and young people will have access to affordable school uniform and appropriate clothing for the North East</i> • <i>Costs will not prohibit the participation of children and young people in the life of the school</i> • <i>Parents, carers and children and young people will have easy access to financial advice</i>

<p>school meals and school clothing grants by eligible families.</p> <p>All schools to consider poverty proofing within their own unique context</p>		<p>Almost all schools have in place arrangements to ensure children and young people can access food at the beginning of the school day if they require it. Recognising that food poverty and the availability of affordable, healthy food at anytime of the day continue to be of major concern for families, schools continue to work with other agencies and the third sector to improve access for all. Schools work with a range of suppliers to offer choice and reduce the costs of school uniform, also promoting cheaper, non-badged versions of uniform items which are widely available at much lower cost than badged items. Most schools offer one of a range uniform “recycling” provisions where donated school uniform can be accessed for free or in exchange for outgrown items.</p> <p>A few schools use PEF funding to provide school uniform to all pupils and the clothing grant application process is signposted to all parents, with support to complete this if required. There are a few informal arrangements between schools where unwanted clothing is donated and available free to those who need it. A guidance leaflet and posters for primary and secondary schools have been developed to inform thinking on how to reduce the cost of the school day and all schools have reviewed their practice to ensure all learners can access the curriculum and extra-curricular activities. A few schools use PEF or other funding to support this.</p> <p>Schools continue to work with third sector and other agencies to signpost families to sources of financial support and advice.</p>
------------------------------------------------------------------------------------------------------------------------------------------------------	--	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Library provision and access	Aberdeen City Council	<p>Number of young people (Under 16) joining the Library service 2019/20 -</p> <p>Number of Bookbug gifting bags, Baby, toddler and Primary 1 - 13,833</p> <p>Number of Early Years Bookbug outreach sessions - 29 involving 211 children</p> <p>Number of library visits by educational establishments 986 with 13,933 children</p> <p>Aberdeen Reading Challenge participation:</p> <ul style="list-style-type: none"> • 637 children and young people • 137 families <p>Number of children attending library service events 2018/19 – 20,512 (some were cancelled latterly due to the Covid pandemic)</p>
Transport	Aberdeen City Council	<p>Lochside Academy in Aberdeen opened in August 2018 merging 2 established secondary schools (Torry and Kincorth). The area of Torry is one of the poorest areas in Aberdeen and the move to the new school requires children from Torry to travel between 2 to 3 miles. Free transport is provided for all children attending Lochside Academy from Torry (approx. 450). The provision of supported bus services was in recognition of the distance and safety concerns of the walk to the school, although the provision is not statutory and in normal circumstances a fare would be required to be paid, taking into account the deprivation in the area Aberdeen City Council has provided free travel for the children from Torry and this includes free travel on commercial bus services also between 07:00 - 18:00, so children can participate in extra-curricular activities and fully engage in the school community.</p>
Adults		
Provision of £1.6million Fairer Aberdeen	Aberdeen City Council	<p>Annual returns on activities as required under grant agreements from the following projects:</p> <p>Cummings Park Community Flat</p> <p>Printfield Community Project</p>

Fund through Participatory Budgeting approach to support local organisations deliver support to communities	Aberdeen Council for Voluntary Organisations (ACVO) Community groups	STAR Community Flat Tillydrone Community Flat CFINE Tackling Food Poverty Middlefield Community Project Under 11s Middlefield Youth Flat Fersands Youth Work Fersands Family Centre Twos Group and Family Support Worker St Machar Parent Support Project Home Start CAB Money Advice Outreach CFINE SAFE Pathways St Machar Credit Union
Provision of free sanitary products	Aberdeen City Council NHS Grampian CFINE	Free sanitary products are available in all primary, secondary schools as well as Westburn and Craigielea Children's Centre. In 2019/20, approximately 159,264 products were delivered to these sites. 54 sites in total are providing access to free sanitary products.
Expansion of Early Years provision	Aberdeen City Council	Number of Pupil Support Assistants Early Years – 7.1 FTE
Improved knowledge of Adverse Childhood Experiences	Community Planning Partners Care Experienced Young People	The phased roll out of the MCR Pathways programme to offer support to Care Experienced young people across the city continues with evidence that almost all pupils engaged with the programme to date have been increasingly able to talk positively about their school experiences. The wider achievement programme with Sport Aberdeen has offered greater engagement with the creative arts. Both programmes have helped increase timely attendance, increased confidence and reduced exclusions.

		The Champions Board met regularly throughout 2019/20, allowing Care Experienced Young People the opportunity to raise issues directly with Community Planning partners, and shape how services are delivered.
Reducing the cost of the school day	Aberdeen City Council	Provision of free school meals – 2202 enrolled for these in addition to those in P1-P3 who are automatically entitled: P1 – 2015; P2 1967, P3 1964 Provision of school clothing grants - 1946 Number of families auto-enrolled for privileges – 90 enrolled for free school meals through this process.
Place		
Investment in affordable housing through Strategic Housing Infrastructure Plan (SHIP)	Aberdeen City Council Registered Social Landlords Developers Scottish Government	The Aberdeen City Affordable Housing Programme, developed by the council details a range of affordable housing projects including RSL and Council Social Rent. It also includes RSL mid-market rent and LAR Housing Trust mid-market rent as well as Low-Cost Home Ownership (LCHO) which are properties that housing developers will deliver directly. In 2019/20 there were 401 affordable housing completions which is the highest number of affordable homes delivered in Aberdeen through the affordable housing supply programme. In total during 2019/20 Aberdeen City Council's total allocation for affordable housing was £32.537m.
Community Learning and Development Strategy 2018-22 agreed.	Aberdeen City Council	568 activities run by CLD team: 239 Youth Work 113 Healthy Minds 113 Family Learning 103 Adult Learning

		<p>1087 unique participants:</p> <p>554 Youth Work 227 Adult Learning 203 Family Learning 111 Healthy Minds</p> <p>New enrolments:</p> <p>819 Youth Work 442 Adult Learning 357 Healthy Minds 295 Family Learning</p> <p>Total learner hours: 24533</p>
<p>Agreement of Local Housing Strategy 2018-23. Aim of ensuring people in Aberdeen live in good quality sustainable homes, which they can afford and that meet their needs.</p>	<p>Aberdeen City Council</p> <p>Community Planning Partners</p> <p>Private Rented Sector</p> <p>Local Housing Associations</p>	<ol style="list-style-type: none"> 1. There is an adequate supply of housing across all tenures and homes are the right size, type and location that people want to live in with access to suitable services and facilities. 2. Homelessness is prevented and alleviated. 3. People are supported to live, as far as is reasonably practicable, independently at home or in a homely setting in their community. 4. Consumer knowledge, management standards and property condition is improved in the private rented sector. 5. Fuel poverty is reduced which contributes to meeting climate change targets. 6. The quality of housing of all tenures is improved across the city.

<p>Development of UNICEF Child Friendly Cities accreditation programme</p>	<p>Aberdeen City Council Police Scotland UNICEF</p>	<p>Significant work has been undertaken to evaluate our current practices and approaches and to inform the creation of a joint action plan which will be supported and delivered by a range of our Community Planning Partners. Through discussion with a range of professionals and young people, we will be prioritising a number of key areas in accordance with the award framework. These are:</p> <ul style="list-style-type: none"> • Culture • Communication • Co-operation and Leadership • Place • Participating and, • Child-Friendly Services. <p>These focus areas require all services to child and young person friendly and to routinely apply a child rights-based approach (CRBA) to design, develop and commission services. They also ask that children and young people are genuinely considered throughout the decision-making processes.</p> <p>Work towards achieving CFC status has seen a steady increase in the number of committee reports which consider children's rights and council officers are now more consistently seeking direct engagement with children and young people on issues that directly affect them.</p> <p>Examples of this include the engagement of 3343 children and young people during consultation around the review of holiday patterns. As we work to become a Child Friendly City, we have worked closely with our digital partner, Microsoft, to develop an Equalities and Child Rights Impact Assessment. This will embed a greater understanding and broader understanding of the importance of children's rights and ensure that all Council decisions are informed by the extent to which they help uphold these.</p>
----------------------------------------------------------------------------	-------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Community Benefit Clauses	Aberdeen City Council	<p>Clauses within contracts and frameworks requiring tenderers to commit to undertaking some form of social benefit in addition to the core purpose of the contract.</p> <p>Training & recruitment; providing sub-contracting opportunities or otherwise improving the social, economic or environmental wellbeing of the local authority's area.</p> <p>For example, the provision of apprenticeship and placement schemes, Real Living Wage provision, employability engagement activities, promotion of adopting and fostering.</p>																
Scottish Welfare Fund	Aberdeen City Council	<p>During the year 2019/20 the following numbers of grants were distributed:</p> <p><u>Crisis Grants</u></p> <table data-bbox="683 694 1142 837"> <tr> <td>Single parents</td> <td>1870</td> </tr> <tr> <td>Couples with children</td> <td>461</td> </tr> <tr> <td>Other with children</td> <td><u>128</u></td> </tr> <tr> <td>Total</td> <td>2459</td> </tr> </table> <p><u>Community Care Grants</u></p> <table data-bbox="683 917 1142 1061"> <tr> <td>Single parents</td> <td>809</td> </tr> <tr> <td>Couples with children</td> <td>158</td> </tr> <tr> <td>Other with children</td> <td><u>48</u></td> </tr> <tr> <td>Total</td> <td>1015</td> </tr> </table> <p>Total amount awarded - £892,215</p>	Single parents	1870	Couples with children	461	Other with children	<u>128</u>	Total	2459	Single parents	809	Couples with children	158	Other with children	<u>48</u>	Total	1015
Single parents	1870																	
Couples with children	461																	
Other with children	<u>128</u>																	
Total	2459																	
Single parents	809																	
Couples with children	158																	
Other with children	<u>48</u>																	
Total	1015																	
Priority Families	<p>Aberdeen City Council</p> <p>Action for Children</p> <p>Police Scotland</p>	<p>The Priority Families Service supports families who are affected by multiple problems and at risk of poor life outcomes. A whole family approach is delivered through a dedicated Support Worker and a Police Officer with families receiving up to 12 months of intensive and persistent support in their own home, school and community to address the issues affecting them. The team also comprises an Employment Coach and an Activity Support Co-ordinator and is registered with the Care Commission.</p>																

		<p>Outcomes for families supported in 2019/20 (comparing 6 months pre-intervention and 6 months post intervention) include:</p> <ul style="list-style-type: none"> · 96% reduction in criminal charges · 68% reduction in Police vulnerable person's reports · 62% improvement in parenting skills · 71% improvement in family routines · 58% improvement in home living conditions · 69% of children/young people and 83% of adults reported improved physical fitness/participation in sport and activities and an improved understanding of healthy living. · 76% of adults reported improved personal functioning and wellbeing · 84% of adults participated in employability activities
Fairer Scotland Duty	Aberdeen City Council NHS Grampian	Consideration of the impact of new strategies on socio-economic inequality.

Priorities for 2020/21

During 2020/21 there has been a very strong focus on mitigating the impacts of Covid-19 across the City, with high profile examples being the creation and disbursement of the Lord Provost’s Charitable Fund; the distribution of Crisis Grants, delivery of free food packages; maintaining school lessons through Google classroom, and the development of the ‘Fit Like’ Hubs. This response will be reported on extensively in the Child Poverty Action Report for 2020/21, that will be delivered in mid 2021.

In addition to this work, work has continued where possible to work towards the LOIP outcomes through identified Improvement Charters. The following priorities have also been identified:

New Actions for 2020/21					
Via Healthier, Wealthier Children Fund (HWCF): Capturing the lived experience of children in poverty	Reduce the cost of living. Engagement and participation Enabling Tackling stigma	NHS Grampian Aberdeen City Council CFINE Robert Gordon University	March 2022	March 2021	
Update to March 2021					
<p>In the generic feedback received against the first year LCPAR’s, the need to capture the lived experience of people in poverty was highlighted as an opportunity whereby regions could strengthen their action plans by enabling those experiencing poverty in their communities to inform and influence planning activities. Further emphasis was put on this with the recommendations of the Independent Care Review (previously referenced) published in February 2020. The recommendations were based on the voices of care experienced children and young people; many of whom had experience of poverty.</p> <p>A proportion of the HWCF has been allocated to develop a creative approach to capturing the lived experience of children in poverty. A creative based approach to engage with children attending a holiday programmes with CFINE was intended, but has had to be deferred due to Covid-19. While this activity will indirectly give children and young people some knowledge and skills that may reduce the cost of living in the home (cost effective cooking, recycling), it will have added benefits not directly linked to the drivers of poverty, such as helping to tackle the stigma of poverty.</p> <p>Seeking to understand the lived experience of children in poverty has become more important than ever as we begin to see the impacts of COVID-19 on our society. We will apply the GIRFEC framework in working with children to continue to hear their voices, and will support and enable them to inform and influence actions.</p>					

Via Healthier, Wealthier Children Fund (HWCF): Research into the implementation of the Financial Inclusion Pathway	Increasing uptake of social security Reducing the cost of living	NHS Grampian Robert Gordon University	March 2022	March 2021	
Update to March 2021					
<p>A research proposal to understand the experiences of women, and of Health Visitors and family Nurses, around the implementation of the Financial Inclusion Pathway has gained ethics approval. Focus groups were due to start in summer 2020, however there is likely to be some delay due to Covid-19.</p> <p>This research will let us know how women feel about enquiries being made with regard to their financial situation. The output will enable us to share learning with clinical colleagues and financial support agencies. If there are things that can be done to improve the pathway or make it more acceptable to women then modifications can be made at an early stage. Where the pathway is working well will share these experience, letting colleagues know that their efforts are valued by women.</p> <p>The research report will be published and appended to our 2021/22 LCPAR.</p>					

Capturing the lived experience of low income families	Increasing uptake of social security Reducing the cost of living Increasing income through employment	NHS Grampian Robert Gordon University CFINE Fersands Project	March 2022	March 2021	
Update to March 2021					
<p>NHSG has commissioned a study to capture lived experience of low income families. The study will be undertaken by Robert Gordon University in partnership with CFINE, the Woodside Pantry and the Fersands project. It had been anticipated that participants would be recruited and interviews conducted in March and April 2020, however this has been deferred due to Covid-19. It is hoped that the study will now be able to commence in late summer/ early autumn.</p> <p>Measures to determine 'in work' poverty are difficult to determine, but one of the indicators used is the number of working families claiming Working Tax Credits. In data published for 2017/18 showed that working families in Aberdeen City were least likely to be claiming Working Tax Credits, indicating that as a local authority area the comparative rates of in work poverty are less than other parts of Scotland.³ However local data tells us that there are still families, where at least one adult is working, that are still experiencing poverty across Aberdeen. This is anticipated to be even more so, as we emerge from COVID-19.</p>					
Providing more support to children and families in the hospital setting by providing advice, signposting and warm hand-overs to specialist	Engagement and participation	NHS Grampian	March 2022	March 2021	

³ <https://www.scotpho.org.uk/life-circumstances/income-and-employment/data/working-age-poverty>

financial support services, with regard to all aspects of income maximisation	Tackling stigma Increasing uptake of social security Reducing the cost of living	Aberdeen City Council SAMH			
Update to March 2021					
<p>SAMH has been commissioned to deliver pilot project for 6 months starting in summer 2020. A Primary Care Link Worker with experience in engaging with families, income maximisation/ financial inclusion knowledge, and strong links with support services would attend the hospital setting one day per week (RACH and Aberdeen Maternity Hospital) to offer direct support to families and/or provide warm hand-over to specialist financial support agencies as required. The service would include all aspects of 'money matters', including debt advice, support to apply for social security benefits, budgeting, and employability for example.</p> <p>Clinical staff would benefit from the increased confidence of having an 'expert' colleague to offer this support to families, and who will share their knowledge with the wider team as required. This work will also link well with Child Protection and neglect priorities.</p> <p>Anonymised data will be collected over the pilot period to provide information with regard to numbers of contacts, types of support required, onward referrals and outcomes. The pilot will be evaluated to inform a sustained service implementation. Unfortunately the pilot start has needed to be deferred due to the impact of COVID-19.</p>					
Promote and distribute information and resources designed to address aspects of poverty	Increasing uptake of social security Reducing the cost of living Increasing income through employment	NHS Grampian Aberdeen City Council Third Sector Partners	March 2022	March 2021	

Update to March 2021					
<p>The Scottish Government have announced several new measures to support people experiencing poverty as a result of COVID-19, such as the furlough scheme, and financial grants for certain groups. Many third sector agencies are also offering support, such as One Parent Scotland Families, Scotland who are launching an energy fund⁴ on 12th June to support single parent families. We have a role in ensuring that those that can benefit from such opportunities are aware of them and can be supported to access them if required, and as such we will develop a forum/mechanism whereby people can access information easily, and in one place where possible.</p>					
Investment in affordable housing through Strategic Housing Infrastructure Plan (SHIP)	Reducing the cost of living	Aberdeen City Council Registered Social Landlords Developers Scottish Government	March 2022	March 2021	
Update to March 2021					

⁴ <https://opfs.org.uk/get-involved/news-and-events/news/100k-funding-for-fuel-payments-secured-by-one-parent-families-scotland/>

351 units completed, £29.4m budget to deliver these.

Improve knowledge of Adverse Childhood Experiences with a view to better understanding the long term impacts of poverty and interconnected work-streams

Reducing the cost of living

Income from employment

Community Planning Partners

Care Experienced Young People

March 2022

March 2021



Update to March 2021

Actions to engage directly with care experienced young people are reflected in Corporate Parenting action plans. Learning and reflection as a result of the recent Care Inspectorate report⁵ on the review of inspections for children and young people in need of care will be incorporated into our planning.

⁵ <https://www.careinspectorate.com/images/documents/5817/Review%20of%20findings%20from%20inspection%20programme%20for%20CYP%202018%20to%202020.pdf>

This page is intentionally left blank



Community Planning Aberdeen

Progress Report	Community Learning and Development Plan 2021-2024
Lead Officer	Michelle Cochlan, Chair of Community Empowerment Group/ Derek McGowan, Chief Officer Early Intervention and Community Empowerment
Report Author	Colin Wright, Community Learning & Development Manager
Date of Report	21 October 2021
Governance Group	CPA Board – 30 November 2021

Purpose of the Report
To present the requirements placed on Local Authorities by the Requirements for Community Learning and Development (Scotland) Regulations 2013, Regulation 4, to produce a plan that will cover a three-year period from 1 st September 2015 and to publish further plans every three years. The attached plan is the third CLD plan covering the period 2021 – 2024.

Summary of Key Information
<p>1 BACKGROUND</p> <p>1.1 The Scottish Government Strategic Guidance for Community Planning Partnerships, Community Learning and Development, places a number of obligations on Community Planning Partnerships and Local Authorities in respect of Community Learning and Development (CLD).</p> <p>1.2 The responsibility for meeting the requirements of the CLD Regulations rests with the Local Authority as a whole. In line with the Education (Scotland) Act 1980, the CLD Regulations refer to the “Education Authority” but staff who have a role in securing the provision of CLD may be located in a number of different settings within the Local Authority. Within Aberdeen City Council the CLD Services (Community Development / Youth Work / Adult Learning/Family Learning) now sit within the Customer function / Early Intervention & Community Empowerment Cluster.</p> <p>1.3 The Governments National Performance Framework sets out the strategic objective for all public services including those delivering CLD. Within this the focus of CLD should be:</p> <ul style="list-style-type: none"> • Improved life chances for people of all ages through learning, personal development and active citizenship • Stronger, more resilient, supportive, influential and inclusive communities.

- 1.4 Local authorities cannot meet the requirements of the CLD Regulation without engaging with other partners, learners and community groups and organisations. Such engagement should be carried out in accordance with CLD values and principles.
- 1.5 Local authorities should also consider how the process which they put in place to secure the provision of CLD contributes to the Community Planning process.
- 1.6 In order to meet the requirements associated with the three-year strategic Community Learning and Development Plan, a lead person or persons with an appropriate level of seniority should be identified. This will enable the plan to be initiated and for its progress to be tracked. For Aberdeen City Council this is Derek McGowan, Chief Officer, Early Intervention and Community Empowerment.
- 1.7 The Requirements for Community Learning and Development (Scotland) Regulations 2013 are intended to support the achievement of national policy goals for CLD ensuring:
- communities, but particularly those who are disadvantaged, have access to the CLD support they need
 - communities are enabled to express their needs for CLD provision
 - Community Planning Partnerships (CPP), local authorities and providers of public services more generally, respond appropriately to the expectations set by the CLD Guidance.
- 1.8 The CLD Strategic Plan must include four elements:
- how the education authority will co- ordinate its CLD provision with other providers in the area
 - what the education authority will be doing to provide CLD over the period of the plan
 - what other CLD providers will be doing within the area over the period of the plan and
 - a statement of CLD needs which will not be met within the period of the plan.

2 Development of Aberdeen’s CLD plan 2021-2024

- 2.1 To enable the production of the third three-year plan (2021 – 2024), several consultations / actions have been initiated by the local authority. These have included:
- In March 2021, a number of online sessions for partners and stakeholders to identify priorities for the CLD Plan, and how they felt impacts of the pandemic would inform CLD planning in 2021-24
 - In April, a series of follow up sessions where partners and stakeholders discussed these priorities in themed areas of Youth Work & Wider Achievement, Adult Learning and Community Development. Representatives from around 40 services/organisations attended these sessions (with some contributing to more than one themed meeting)

- Through engagement with organisations working with young people and directly with children and young people involved in youth work programmes and groups such as Aberdeen Youth Council we have sought to ensure the voice of children and young people in the Plan
- In April, initial proposals were shared with partners and stakeholders with an invitation to submit written comments
- In May a survey was distributed to CLD learners inviting feedback on priorities initially identified. A total of 77 responses were received coming from learners from a range of organisations
- In June a survey was sent to partners and stakeholders, to identify current and planned actions that would contribute to the delivery of the priorities identified during earlier sessions and learner survey responses
- Partner 'writing groups' were formed for each of the CLD areas to produce a first draft of the CLD Plan
- Further engagements with partners for comment in July
- Draft versions of the Plan shared with partners and stakeholders for comments and contributions
- Content of the Plan has also been influenced by involvement in consultations around the refreshed LOIP and Locality Plans

2.2 This CLD plan supports the delivery of outcomes identified in Aberdeen City Local Outcome Improvement Plan and underpinning North, South and Central Locality Plans by providing a framework for greater collaborative working amongst organisations directly and indirectly delivering CLD services in Aberdeen.

2.3 Priorities identified included: -

- Further support to communities to create, develop and sustain programmes and activities which address emerging priorities, provide increased opportunities for citizens and increase levels of community volunteering to build greater resilience
- Programmes and activities to support young people's mental and physical wellbeing, attainment and achievement; support to young people to gain employability skills; initiatives to promote and deliver activities for young people in their community
- Programmes and targeted learning packages to equip adult learners to meet key challenges and transitions in their lives including for those whose lives have been hardest hit by Covid-19

- 2.4 Appendix 1 in the 2021-2024 Plan also shows the legislation, policies, research and guidance that were taken into account when writing the plan.
- 2.5 Partners requested that work was done to align the CLD plans with the LOIP and Locality plans to aid in their understanding and implementation. Accordingly, the plan uses a similar format to the other CPP plans and references directly where CLD outcomes contribute to LOIP and Locality Outcomes.
- 2.6 The CLD Plan was approved by Aberdeen City Council's Operational Delivery Committee on 16 September 2021 and is now presented for the endorsement of Community Planning Aberdeen.

Recommendations for Action

It is recommended that members of the Board:

- i) Endorse the Community Learning and Development Strategic Plan 2021-2024 contained in Appendix 1.

Opportunities and Risks

The CLD Plan takes a partnership approach to fulfilling obligations in relation to the requirements for Community Learning and Development (Scotland) Regulations 2013. The plan is aligned to Aberdeen City Local Outcome Improvement Plan and includes adult learning, family learning, work with young people, work with people in recovery of Mental Health, community development, work with volunteers who run community centres.

Consultation

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

CPA Management Group
 Community Empowerment Group
 CLD Partners and Stakeholders
 CLD Learners

Background Papers

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

N/A

Contact details:

Colin Wright
 Community Learning & Development Manager
 Aberdeen City Council
 Email: cwright@aberdeencity.gov.uk



DRAFT COMMUNITY LEARNING & DEVELOPMENT PLAN

2021-2024

Draft Version 4 - September 2021



CONTENTS

		Page
1	Introduction	3
2	CLD Priorities	8
3	Priority 1 – Youth Work	9
4	Priority 2 - - Adult Learning	13
5	Priority 3 - Community Development	17
6	Overarching Actions	25
7	Workforce Development	27
8	How We Work Together	30
9	Governance & Accountability	32
10	CLD Partners	33
11	Further Information	43

INTRODUCTION

The Aberdeen City Local Outcome Improvement Plan and underpinning North, South and Central Locality Plans set out a vision for Aberdeen as ‘a place where all people can prosper’. This Community Learning and Development (CLD) plan supports the delivery of this vision and delivery of the plans by providing a framework for greater collaborative working amongst organisations directly and indirectly delivering CLD services in Aberdeen (See Appendix 1 for list of key CLD partners). This plan is intended to be dynamic and flexible, responding and adapting to emerging needs and priorities.

Learning changes lives for the better and opens opportunities for us all to achieve our full potential. Everyone should have the opportunity to learn, develop and engage in their communities in a way that enhances their lives and contributes to thriving communities. Effective Community Learning and Development (CLD) is life changing for people, families, and communities. It inspires ideas, ambition and citizenship. It helps our city and our communities to flourish.

Community learning and development brings an early intervention and prevention focus providing young people and adults with skills for life, learning and work addressing personal and social development, active citizenship, and individual health and wellbeing issues and empowering people, both as individuals and in communities, to make positive changes in their lives. It also focuses on growing community-led groups and services that make communities more cohesive, sustainable, and better able to overcome the challenges they face, as well as working with community groups to support them to be well-run, sustainable, and independent

Effective community learning and development practice plays an essential role in ensuring people, particularly those facing discrimination and disadvantage, gain the confidence and skills they need to influence decisions that affect their lives.

We will provide CLD opportunities that improve the confidence, self-esteem, and wellbeing of people in our city to become happier and more positive and feel they can make a difference, not only to their own lives, but to others. We will continue to work with schools and deliver family learning to ensure our pupils from the most deprived areas in our city have the same life chances as those from more affluent areas. We will ensure that people gain and build essential skills for life and work including English language and reading, writing and numeracy. We will develop digital skills across a range of platforms to ensure people have the confidence they need to access, use and benefit from the advantages and opportunities offered by the digital world. We will inspire

and develop the skills of young people, adults and families to volunteer and get more involved in their communities. We will work together to develop volunteering opportunities and to increase the capacity building activities in the city.

CLD creates a fairer and more equal place to live, learn and work. We aim to enable those who experience poverty and health related inequalities in our city to access and participate in life changing CLD opportunities which build skills, confidence and aspirations. We are committed to working closely to target resources more effectively at those who have the greatest need to address our health and poverty related inequalities. We will work with partners to address barriers and improve access to life changing CLD opportunities. We will deliver a range of high quality learning to improve essential literacy, numeracy, language and digital skills.

CLD is essential to supporting economic growth particularly for those who experience disadvantage and inequality. We will deliver lifelong learning opportunities to develop the skills, confidence and aspirations required for inclusive growth and active participation. We will develop the talents and ambitions of our young people to enhance their employability and support them into attractive jobs. We will also work with people who are long-term unemployed or are in receipt of benefits to build their confidence and aspirations.

CLD plays a significant role in making our communities more resilient. It empowers local people to make change in their communities. It inspires activism and pride and enables people to use their skills and talents. We will work with communities to enable them to shape services, influence decisions and become more inclusive. We will address barriers and build skills and confidence which leads to increased volunteering in our city. We will foster skills for participation and work with communities to reduce poverty, inequalities and loneliness. We will work with communities to support them to identify issues and find solutions. We will build the capacity of our citizens to influence the decisions and allocation of resources which affect their families and communities. Effective CLD can thus help services just as it can local communities.

This Plan

'Community learning and development' (CLD) includes a huge variety of informal and formal learning, delivered locally in our communities by a wide range of organisations and agencies, in a variety of different ways and different settings. This diversity is a great strength, but for individuals and communities, this can sometimes make it harder to know what support and opportunities are available. It can sometimes mask duplication of effort, or gaps in provision, and make it difficult for learners or communities to know who to ask to develop activities which support their development needs.

The aim of this plan is not to capture all the current and proposed CLD activity of individual providers in one document, but instead to focus on some shared Improvement aspirations for the next three years. This plan describes the clear role of CLD in addressing key challenges around health and poverty related inequalities. This plan offers shared commitment, aspirations and priorities to work more collaboratively to overcome the most significant issues facing our city and its communities. It will help us improve life chances for individuals, families and communities to contribute to and benefit from the city's prosperity.

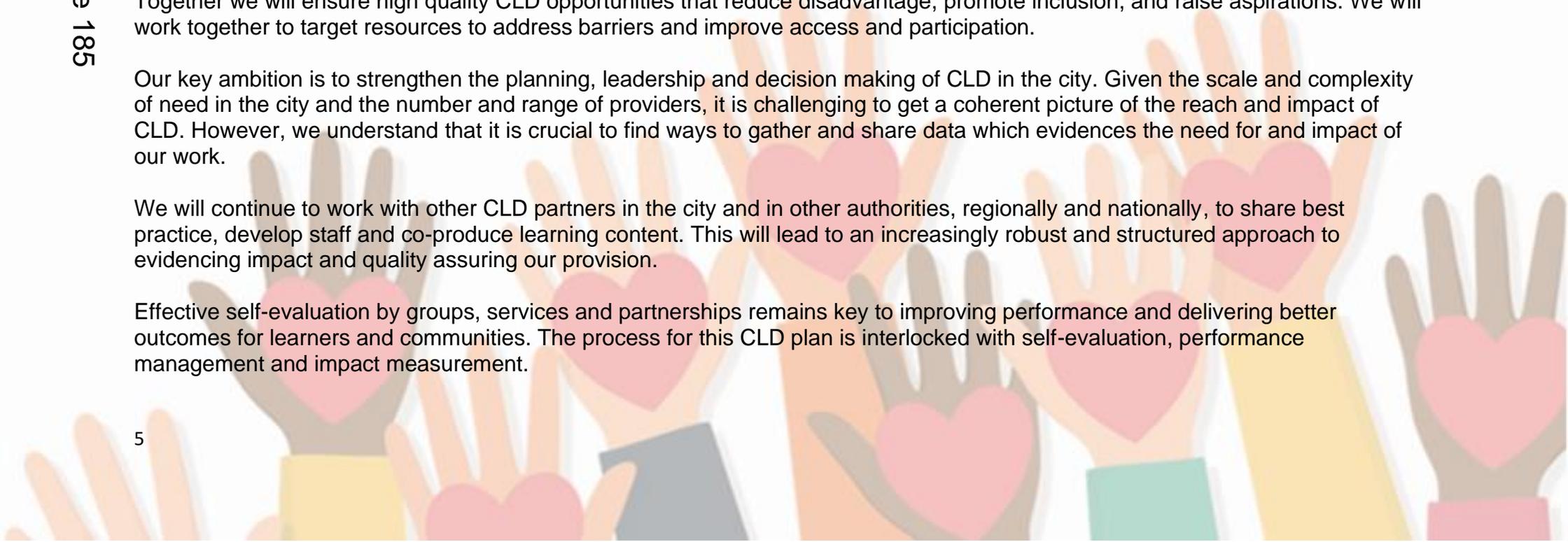
This plan places the people of Aberdeen at the heart of community learning and development planning and sets out our vision, challenges and priorities to help address some of our city's biggest and most challenging issues including our health and poverty related inequalities. It sees people as assets and recognises the need to work with individuals, families, and communities to support them to address issues and improve their circumstances

This Plan will be an evolving and living document which will be used to help shape and develop the CLD offer in Aberdeen and bring together providers to work ever more effectively in partnership for the benefit of learners and participants. It will be regularly monitored, and it will continually evolve to reflect and respond to the changing circumstances, needs and wants of our communities. Together we will ensure high quality CLD opportunities that reduce disadvantage, promote inclusion, and raise aspirations. We will work together to target resources to address barriers and improve access and participation.

Our key ambition is to strengthen the planning, leadership and decision making of CLD in the city. Given the scale and complexity of need in the city and the number and range of providers, it is challenging to get a coherent picture of the reach and impact of CLD. However, we understand that it is crucial to find ways to gather and share data which evidences the need for and impact of our work.

We will continue to work with other CLD partners in the city and in other authorities, regionally and nationally, to share best practice, develop staff and co-produce learning content. This will lead to an increasingly robust and structured approach to evidencing impact and quality assuring our provision.

Effective self-evaluation by groups, services and partnerships remains key to improving performance and delivering better outcomes for learners and communities. The process for this CLD plan is interlocked with self-evaluation, performance management and impact measurement.



Next Steps: Implementing the Plan

This strategic plan describes the lead role of CLD in addressing our key challenges around health, poverty related inequalities and social and economic recovery. A supporting implementation plan with smart actions and targets and measurable outcomes will detail how we will deliver services

The focus of this plan's evaluation will be to capture the difference made and tell the story of how individuals, groups and communities have benefited from provision. We will work to create mechanisms to capture impact at scale where significant financial resources are allocated to CLD activity

Statutory Background

The Strategic Guidance for Community Planning Partnerships: Community Learning and Development (2012) underpins national CLD policy in Scotland. The Guidance sets out the core contribution that CLD activities can make to national outcomes: with specific reference to:

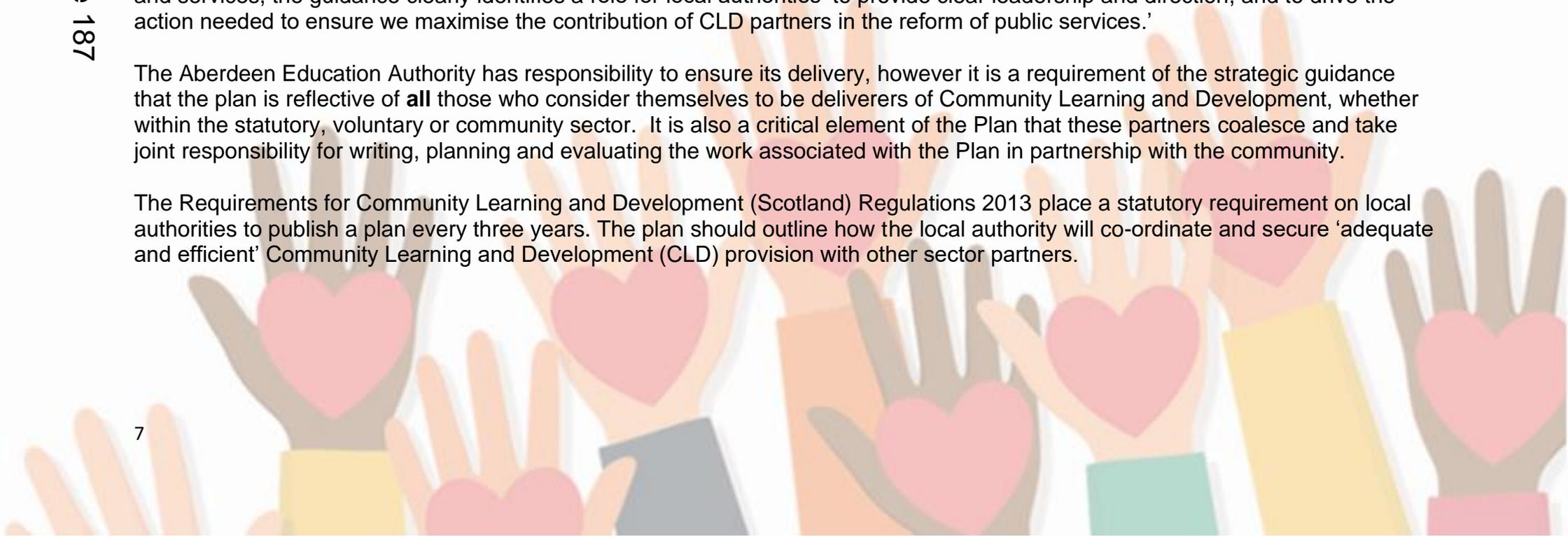
1. Improved life chances for people of all ages, including young people in particular, through learning, personal development and active citizenship; and
2. Stronger, more resilient, supportive, influential and inclusive communities

and includes clear guidance that CLD should support ***‘primarily disadvantaged or vulnerable groups and individuals of all ages to engage in learning, with a focus on bringing about change in their lives and communities.’***

While directed at Community Planning Partnerships (CPPs) and recognising the vital role played by a wide range of organisations and services, the guidance clearly identifies a role for local authorities ‘to provide clear leadership and direction, and to drive the action needed to ensure we maximise the contribution of CLD partners in the reform of public services.’

The Aberdeen Education Authority has responsibility to ensure its delivery, however it is a requirement of the strategic guidance that the plan is reflective of **all** those who consider themselves to be deliverers of Community Learning and Development, whether within the statutory, voluntary or community sector. It is also a critical element of the Plan that these partners coalesce and take joint responsibility for writing, planning and evaluating the work associated with the Plan in partnership with the community.

The Requirements for Community Learning and Development (Scotland) Regulations 2013 place a statutory requirement on local authorities to publish a plan every three years. The plan should outline how the local authority will co-ordinate and secure ‘adequate and efficient’ Community Learning and Development (CLD) provision with other sector partners.



CLD PRIORITIES

CLD Plan 2021-4 – Engagement

The development of this plan has taken place during a global pandemic which has meant many of the traditional ways of engaging with communities and staff, including meeting face to face has not been possible. Instead, most engagement has taken place on-line and through virtual mechanisms to ensure that views have been captured. In an attempt to ensure citizens and partners were involved in the process the following engagement opportunities took place:

In March 2021, CLD Partners attended online sessions to discuss priorities for the CLD Plan, and how the impacts of the pandemic would inform CLD planning in 2021-24. Follow up sessions were held in April, where partners discussed these priorities in themed areas of Youth Work & Wider Achievement, Adult Learning and Community Development. Representatives from around 40 services/organisations attended these sessions (with some attending more than one themed meeting). Partners were invited to submit written comments if unable to attend any of the sessions.

A survey was distributed to CLD learners in May inviting feedback on the priorities initially identified and asking whether these were currently being offered by the group/service/organisation they were involved with. A total of 77 responses were received representing a range of organisations. This was followed by a survey sent to Partners in June, to identify current and planned actions that would contribute to the delivery of the priorities identified during earlier sessions and learner survey responses.

Writing groups were formed for each of the CLD areas to produce a first draft of the CLD Plan which was distributed to Partners for comment in July. A number of partners provided feedback which was subsequently incorporated into the draft Plan.

Services/organisations that attended sessions: AHSCP, Community Planning, Creative Learning, Education Support (Virtual Learning), Equalities team, Fit Like Hubs, Integrated Children & Families – Residential Services, Libraries, Localities, New Scots/Refugee Project, Priority Families, Rangers Service, Education Service, Quality Improvement (Education, Aberdeen Foyer, Aberdeen Lads Club, Aberdeen Science Centre, ACE Voices, ACVO, Community Empowerment Group, Dyce Community Centre Association, Inchgarth Community Centre, Kings Community Church, NE Sensory Services, Police Scotland, Scottish Care, SHMU, Skills Development Scotland, Sport Aberdeen. Partnership Forums – Bucksburn, Cults, Grammar, Harlaw, Hazlehead, Lochside, Northfield, Oldmachar, St Machar

Priority 1 Youth Work

Youth Work can help young people to become more confident, resilient and optimistic for the future. It can support young people to develop skills that will improve their life chances and unlock their potential. It is an empowering approach that enables young people to take responsibility and have control over their lives. Young people who are confident, resilient and have skills valued by employers will help partners achieve the outcomes relating to LOIP 7.1. Young people who are confident and empowered will use their voice to articulate their needs and aspirations to policy makers and service providers; this will help the partnership to progress with the aim of Aberdeen becoming a Child Friendly City (LOIP 8). Young people who enjoy good mental health because they are engaged in positive activities, have outlets for their energy, feel connected to their community and wider networks, have the skills and resilience to manage situations that are challenging and difficult; this will benefit everyone.

Link to LOIP/Locality Plan	Outcome	What are we going to do together	Lead CLD Partner	measures
LOIP 7.1 Improving pathways to education, employment and training for identified groups (including disability, ASN, term time leavers and those from priority localities)	Support young people to gain the employability skills required for the world of work. This will increase the number of young people leaving school into a positive destination, especially those from priority areas. Work with school leavers to develop their employability skills.	Develop and deliver a learning offer for young people who are least likely to leave school into a positive destination. Ensure that this happens early enough in the life of the young person including delivery of shmuTRAIN Early Interventions to at least 5 secondary schools	shmu ACC	Positive destination figures are increased.
		Third sector and local authority partners will work together to provide a learner offer for young people who are not in education, employment or training Contributing to ABZworks through developing and delivering the CLD employability programme Supporting third sector programmes such as shmuTRAIN Positive Transitions and Foyer Reach & Prince's Trust	shmu ACC	SDS figures – number of young people not in education, employment or training decreases
LOIP 5.2 Increasing children's knowledge and understanding of their own	Support young people's mental and physical wellbeing and increase	Deliver a learning offer that provides opportunities for young people to improve their confidence levels, build resilience, learn new skills and feel more optimistic for the future.	ACC	An increased number of young people report

Link to LOIP/Locality Plan	Outcome	What are we going to do together	Lead CLD Partner	measures
physical and mental wellbeing and take an early intervention and prevention approach	the number of young people who report that they feel mentally well.	Increase opportunities for young people to connect with each and feel less socially isolated.	ACC Community Projects	that they feel mentally well
		Provide opportunities out-with school-time for young people to join groups and take part in activities that lets them learn new skills and become more confident, optimistic and resilient.		
		Increase the Learning Offer to schools to address demand for youth literacies and mental health/resilience	ACC	Increased numbers of young people report that their mental health is improving.
		Increase the number of youth workers in schools so that more pupils can access a range of learning opportunities that supports their mental wellbeing. Work with schools and other partners to identify those pupils at risk of, or already impacted by, poor mental health and provide those young people with the support they require.	Community Projects	
		Support and provide learning opportunities for young people from “communities of interest” such as New Scots and LGBT+ to feel included, respected, confident and optimistic for the future.	ACC	
		Pilot Healthy Minds/Creative Learning art programme for young people aged 18 to 24 with a diagnosed mental illness		
	Work with partners from the Family Wellbeing Hubs to provide early intervention support to	Use a solution-focused approach with young people and families to help them overcome challenges, develop the skills they need and improve their physical and mental wellbeing.	Children 1 st ACC Youth Work team	Evaluation tool used by FWB’s shows young people’s wellbeing is improving.

Link to LOIP/Locality Plan	Outcome	What are we going to do together	Lead CLD Partner	measures
	children, young people and families.	Share knowledge and expertise at regular Hub meetings and networking events.		
LOIP 8 Child Friendly City where all decisions which impact on children & young people are informed by them by 2026 LOIP 9 30% fewer young people under 18 charged with an offence by 2026	Support Community Planning Aberdeen's aim that Aberdeen become a Child Friendly City and gain accreditation for this from UNICEF.	Work together to achieve the Child Friendly City Participation badge.		
		Support partners on how to engage effectively with young people by developing a toolkit and calendar of events.	ACC Youth Work team	Improved engagement in consultations and decision making from young people.
	Promote and deliver diversionary activities for young people with an enhanced focus on the priority areas.	Engage with the young people who are participating in the programme of diversionary activities in the Mastrick area; build on existing provision to increase the range of what's available.	Police Scotland ACC Youth Work team	Increased number of diversionary activities available
		Build the capacity of communities in priority areas to start up and run their own youth groups by offering training and support.	ACC Community Development and ACC Youth Work teams	Increased number of community-run diversionary activities
		Set up a citywide Youth Work Providers' Network where information about diversionary activities is shared and gaps identified.	ACC Youth Work team	
Work in partnership with primary and secondary schools, with a focus on priority areas, to support	Use Covid Recovery Grant to increase the number of youth workers in schools and target resources on those young people most affected by Covid-19	ACC Youth Work team Schools	Using a range of evaluative methods, young people report that their mental	

Link to LOIP/Locality Plan	Outcome	What are we going to do together	Lead CLD Partner	measures
	improvements relating to the National Improvement Framework priorities.	Develop and deliver a youth work learning offer for primary and secondary pupils that meets their educational, personal and social needs and contributes to improved attainment	ACC Youth Work team	<p>wellbeing is improving.</p> <p>Using a range of evaluative methods, young people report back that they are developing life skills and have a more positive view of themselves.</p> <p>Number of youth awards being achieved.</p>

Priority 2 Adult Learning

Adult learning is essential to enable and encourage adults in Aberdeen to acquire the knowledge, skills and confidence necessary to play an active and productive role, both personally and societally. The priorities below will provide opportunities for adults take part in a wide variety of learning opportunities and have clear progression routes in order to continue their learning journey and be confident, resilient and optimistic for their future.

Link to LOIP/Locality Plan	Outcome	What are we going to do together	Lead CLD Partner	measures
LOIP 4.1 Ensuring that families receive the parenting and family support they need.	Families are supported to raise attainment and build their capacity and resilience.	Work with partners, including Funded Projects, to provide early intervention support to children, young people, and families.	Family & Adult Learning Team PEEP Funded projects	Support to families discussed as standing order in Adult Learning Providers' Network
		Ensure CLD is recognised, valued and approaches embedded in the delivery of Fit Like Hubs (FLH). Increase FLH's knowledge of existing and developing community based and 3 rd sector support for families and refer where appropriate.	Family & Adult Learning Team Fit Like Hub team	Kidscreen PIES MS Forms evaluation & tracking FLH evaluative tools
		Family Learning Team to deliver work via education support fund in each Partnership Forum Area in the 21/22 academic year. Recruit team consisting of 1 FTE DO/5FTE DW/0.74FTE Adult Learning tutor Promotion of parental Literacy and Numeracy via Family Learning funded posts working within ASG partnership forums	Family & Adult Learning Team	In partnership with Education, develop evaluative tools to monitor impact of Education Support Fund.

Link to LOIP/Locality Plan	Outcome	What are we going to do together	Lead CLD Partner	measures
LOIP 1.4 Poverty affecting those with protected characteristics and in specific communities.	Develop and deliver targeted learning package for those whose employment opportunities have been hardest hit by Covid-19	Develop and deliver a learning programme which contributes to the ABZ Works goals. CLD programme delivery to include Power Tools, Basic Literacy and Numeracy, ESOL, Digital Skills Community events in each priority partnership area promoting the programme and recruiting learners	Family & Adult Learning Team	Monitoring Learners Journeys using Upshot Number of participants Number of programmes offered. PIES
		Targeted support to learners in Cornhill Hospital Acute wards and Blair Unit	Healthy Minds	Number of participants Number of programmes offered. PIES
		Clarify and publicise blended learning opportunities within the partnership, providing clear learning pathways and appropriate support/referral routes.	Adult Learning Providers' Network	Self –assessment by partners Learners Feedback
LOIP 11.1 Supporting vulnerable and disadvantaged people, families and groups.	Improve the Mental Wellbeing of adults in our communities	Adults in recovery from mental illness are engaged in first step learning opportunities and have a plan for moving on from healthy minds - programme to include 1-1 support where all learners will develop their own learning plan and accredited group work. Volunteers will be supported to achieve an SVQ level 3 or 4 award and have a volunteering plan	Healthy Minds	No. of learners moving on to positive destinations No. of accredited awards achieved No. of Learners No. of volunteers and peer mentors No. of volunteer awards achieved No. of learning and volunteer plans

Link to LOIP/Locality Plan	Outcome	What are we going to do together	Lead CLD Partner	measures
		<p>Power tools (8 personal development learning modules) development across the city both digitally and face to face with at least one face to face offering in each locality in year 1.</p> <p>Review the programme throughout year including a peer review with our Aberdeen City Council CLD colleagues which will develop a plan for year 2/3</p>	Healthy Minds	<p>No of sessions offered No of Participants 90% of participants report improved wellbeing</p> <p>Staff feedback and year 2/3 plan</p>
LOIP 11.1 Supporting vulnerable and disadvantaged people, families and groups.	Equip Adult Learners to meet key challenges and transitions in their lives – to include Digital inclusion, literacy, numeracy, ESOL and financial resilience.	Support Connecting Scotland Phase 3 Delivery – equipping each learner with the tools they need to engage and the ability to use them.	ACC – Employability and Skills	Upshot PIES Learner Journey evaluation
		Establish and develop an Adult Learning Providers’ Network allowing Partners to work together to improve delivery of programmes and the learning offer, internally with the Adult Learning Team and also building community links with adults through partnerships, leadership and training with providers – AFCCT, Science Centre, ACE Voices, WEA, GREC, Syrian New Scots, SHMU (Station House Media Unit), Care experienced young people, Priority Families, Gypsy/Travellers, Criminal Justice etc	Adult Learning Partners	Development of network – meetings/identification of SMART targets Identify CLD KPI’s to be addressed by Professional Network
		Develop Adult Learning Providers’ Network with Adult Learning Providers, Adult Learning Team and Funded Projects, to ensure that a varied programme of learning opportunities is offered, including progression opportunities	Adult Learning Providers’ Network	Self-Assessment by Professional network Statistical measures Reporting on CLD KPI’s
LOIP 15.1 Increasing the diversity, quality and use of the Aberdeen’s green	Develop and support outdoor learning initiatives	Outdoor Learning spaces and places identified for safe, appropriate delivery of programmes and individual support	Healthy Minds Adult and Family Learning	Designated spaces identified

Link to LOIP/Locality Plan	Outcome	What are we going to do together	Lead CLD Partner	measures
spaces by facilitating community participation in them to restore nature and increase people's satisfaction, health, and wellbeing		Maximise the use of CLD space at The Grove in Hazlehead to learning opportunities across the CLD service to be developed in year 1 and reviewed in years 2/3		No of activities increased by 50% at the Grove space
		Promote the use of outdoor learning in all aspects of CLD delivery and with partners via Adult Learning Providers' Network, including identifying sources of funding to support training and delivery.	Adult Learning Providers' Network	Number of groups taking place outdoors Funding received
LOIP 11.1 Supporting vulnerable and disadvantaged people, families and groups.	Increase focus on accredited qualifications and development of Progression Routes	Clarify and promote the accredited learning available via Adult Learning Providers' Group – establish baselines/publicise.	Adult Learning Providers' Network	Clear information about what is on offer Number of accredited awards being achieved
		Support the Adult Learning Providers' Network to evaluate and develop the programme of accredited learning offered within the City	Adult Learning Providers' Network	Updated Clear information about what is on offer

Priority 3 Community Development

“Community Development is about making a fairer, just and more inclusive society with strong communities at the heart of decision making.” (Scottish Community Development Centre) [CD in 60 seconds](#) | [SCDC - We believe communities matter](#)

People can and want to do more for their localities to improve the life chances for people of all ages and build stronger, more resilient, influential and inclusive communities.

The aim of an ‘asset based’ community development approach is to **strengthen** communities enabling communities to increase control over their lives, being supported to do things for themselves and having their voices heard in the planning and delivery of services. We do this by improving people’s knowledge, skills, confidence, organisational ability and resources, through community learning and development, which makes an important contribution towards promoting lifelong learning, social inclusion and active citizenship.

Community Development partners agreed priorities and projects that directly contribute to Stretch Outcomes in the LOIP and the three Locality Plans as detailed below.

Link to LOIP/Locality Plan	Outcome	What are we going to do together	lead	measures
11.2 Increase opportunities for people to increase their contribution (volunteering) to	Provide capacity building support to communities to create, develop and sustain programmes and activities which address	Partners will collaborate to provide support to community groups and volunteers - creating a clear, consistent, readily available suite of training to communities and partners to ensure better partnership working and capacity building- i.e. management committee training, information on asset transfers, funding, working together, intergenerational working	ACC ACVO	Community groups learning programmes are successful and engaging more individuals

Link to LOIP/Locality Plan	Outcome	What are we going to do together	lead	measures
communities by 10% by 2023	emerging priorities and provide increased opportunities for citizens	<p>Volunteers and members of community groups have access to training to help build their capacity to deliver learning opportunities</p> <p>Community groups are supported to identify and access additional funding to expand their programmes to local communities</p>		
		<p>Continue developing a programme based on learning needs of community groups through the CAN (Come and Network) Week with community leaders. Develop an annual learning offer with partners.</p> <p>Co-create a capacity building e-toolkit which might include induction, committee guide, constitution, essential training programme, business plan templates, capacity assessments, self-evaluation guides, useful support contacts and volunteer training resources.</p> <p>Develop certificated learning programmes that lead to career progression/higher education in CLD and other.</p>	ACC Community Development Team Partners	
LOIP Stretch Outcome 2. 400 Unemployed Aberdeen City Residents supported into Fair Work by 2026	Support the creation and development of social enterprise and community wealth building	<p>Awareness raising programme in communities about what social enterprises are and the support available.</p> <p>Identify sources of support for social enterprises and develop with partners an 'offer' to be made to communities</p>	ACC Community Development Team ACVO ACC Economic Development	

Link to LOIP/Locality Plan	Outcome	What are we going to do together	lead	measures
		<p>Discuss with community organisations whether any of their services might be more sustainable as social enterprise</p> <p>Deliver training programme for potential social enterprises and develop social enterprise toolkit with partners and community representatives</p>		
		<p>Identify with community leaders opportunities for community wealth building in their neighbourhood/locality</p> <p>Deliver a 'community wealth building' test of change in each locality</p>	<p>ACC</p> <p>ACVO</p>	
North, South and Central Locality Plans	Ensure Community Planning partners work closely with people and communities to improve our collective understanding of strengths, needs and opportunities	<p>Support the development of the capacity (knowledge, ability and skills) of Locality Empowerment Groups, Priority Neighbourhood Partnerships, Fairer Aberdeen Board and other community bodies</p>	AHSCP; ACC Locality, Community Development & FAF Teams	Communities are confident in using different tools to identify ways to enhance their local area and community
		<p>Continue to develop systems to support two way communication to and from communities via community connectors to allow local needs and ideas to be shared with public bodies and new developments and opportunities to be shared with communities via community leaders</p>		

Link to LOIP/Locality Plan	Outcome	What are we going to do together	lead	measures
		Support community engagement with and participation in the co-design and delivery of local improvement projects and tests of change		
LOIP 11.2 Increase opportunities for people to increase their contribution (volunteering) to communities by 10% by 2023; and All Locality Plans	Further, develop a clear and coherent framework to support volunteers and volunteering within communities and across community groups and organisations	Increase number of volunteers involved in community activities across Aberdeen with specific focus on the Priority Neighbourhood Areas. Re-visit establishing a localised volunteer friendly award scheme with partners/ Community champion scheme which supports volunteers from the beginning and throughout whilst also incentivising and upskilling them/ recognising efforts. Links with AVCO/NHS etc	ACVO ACC	Community groups are successfully recruiting, retaining and training volunteers Number of volunteers and volunteer hours contributed through Fairer Aberdeen Programme
		Support to promote volunteering opportunities within existing provision and link new opportunities in to gain skill, knowledge and expertise in supporting volunteers.	ACVO ACC	Report an increase of registered opportunities and uptake of volunteering opportunities. No, of volunteers
		Promoting and fostering volunteering opportunities in communities across Aberdeen within organisations and groups	ACVO	

Link to LOIP/Locality Plan	Outcome	What are we going to do together	lead	measures
		<p>and within public services (including ACC) to sustain and expand their provision.</p> <p>Increase opportunities for volunteers to gain accreditation/ recognition for their contribution</p> <p>Partners collaborate to deliver training and support development of volunteers as required</p> <p>Community groups collaborate/network to share good practice on retention and development of volunteers</p>	ACC	
All LOIP and Locality Plan Outcomes	Develop and implement a training and development programme to ensure best practice is adopted across partners, informed by the National Standards for Community Engagement	Training to be developed which promotes awareness of and effective use of the National Standards of Community Engagement, for customer facing staff.	ACC Community Development Team (Community Empowerment Group)	
		Encourage the use of the VOiCE tool when carrying out projects which require us to inform or engage with the community to, among other things: Increase clarity of purpose for community engagement; Enable shared planning of community engagement with colleagues/partners and communities; enable practical application of the National Standards for Community Engagement; and Improve quality of community engagement processes and methods	SCDC ACC AHSCP	
		Develop co-production sessions with partners to ensure they better understand the Standards and how to use them.	SCDC ACC	

Link to LOIP/Locality Plan	Outcome	What are we going to do together	lead	measures
LOIP Stretch Outcome 1. No one will suffer due to poverty by 2026	Support communities to develop and contribute to local projects which tackle poverty (food, fuel and benefit maximisation) - need to focus projects on those most effected by Covid-19 e.g. young people, minority ethnic communities, disabled people, and how they can be supported	Provide communities with the support required to enable them to create and deliver local solutions to poverty related issues (eg Food larders, local take up campaigns)	CFINE ACC	
		Create ongoing and needs lead initiative for working with EU Citizens- support with settled/pre-settled status and other needs Create pool of volunteers/staff members trained in providing immigration advice	ACC ACVO	
		Contribute to the learning and development of opportunities for New Scots	ACC	
LOIP 13.2 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.	Harness the increased levels of community volunteering to build greater resilience - support communities to develop resilience plans and groups	Work with stakeholders to develop training and resources to enable development of neighbourhood resilience groups and associated neighbourhood resilience plans	ACVO ACC Scottish Fire and Rescue Service	Number of communities who have a resilience plan. Number of active resilience groups
		Share learning, skills and knowledge across organisations and meet any identified need through providing training opportunities.		
		Identify and offer ongoing capacity support required to maintain effective resilience groups		
		Establish a citywide network of resilience reps from communities to share good practice, ensure resilience plans are up to date etc, Possible 'dry run' of how effective resilience plans are in case of emergency		

Link to LOIP/Locality Plan	Outcome	What are we going to do together	lead	measures
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.	Support community management/ownership of green spaces and the development of food growing spaces and projects	Increase the awareness for Community Food Growing in the City by promoting opportunities across the City whilst tying in with existing forums and plans. Support existing and or create opportunities for communities to become aware of the potential to create community growing spaces. Engage with the Food Growing Strategy Implementation Group to produce and implement a 'CLD Greenspace Development' plan in partnership with Keep Growing Aberdeen Group Scope out who is available to assist in process for partners and community groups.	CFINE ACC	
		Create and promote a resource with focus on process's, who can help. Identify and include funding resources that are available to support communities manage and or own greenspaces	CFINE ACC	
		Support groups and organisations to seek support through shared skills, knowledge and experiences by supporting and promoting a city-wide network for groups and organisations who currently work or operate greenspace areas. Yr1 – explore options for creation of or enhancing existing forums. Survey of Community partners (Aberdeen Communities Together) Yr2 -3 Supporting the forum to move forward with planning	ACC	Identify community groups, organisations and partners who would be invited to a support forum where information, skills, expertise and knowledge would be shared.

Link to LOIP/Locality Plan	Outcome	What are we going to do together	lead	measures
All LOIP and Locality Plan Outcomes	Neighbourhood planning - develop toolkits and training to strengthen community's capacity to produce their own neighbourhood plans-	Clearly identify the capacity building support partners can commit to offering to community groups to support the development of neighbourhood plans	ACC	
		Work with stakeholders to develop a toolkit and training programme to support community groups to produce their own neighbourhood plans		
		Deliver and evaluate an ongoing programme of capacity building support to neighbourhood groups to engage with their communities to produce and update neighbourhood plans		

Overarching Actions

Link to CPA Development Plan	Outcome	What are we going to do together	Timescale	lead	measures
Data and Research	Provision of CLD is targeted by partners using data to prioritise areas where intervention addresses local needs and makes most impact	Contribute to the ongoing development of the City Population Needs Assessment and Aberdeen City Outcomes Framework to ensure we are capturing and analysing data which enables better understanding of local need and priorities for CLD. KPI document	Ongoing	CLD Team, ACC Partners	Inclusion of CLD measures within online outcomes framework
		Regular review and evaluation using a variety of tools to deliver better evidenced impact and refines priorities/ planning	Ongoing		
		Develop use of the KPIs produced by Community Learning Development Managers Scotland	Ongoing		
Capacity Building	Upskilling of community members to use improvement techniques to test their ideas in the community	Introduction of Model for Improvement Course for Community Members. Sessions to provide an introduction to the plan, do, study, act methodology to our communities to support them testing change ideas included with the Locality Plans and to work	October 2021	Community Planning Team, ACC	

		with Outcome Improvement Groups to take these forward.			
Cross Cutting Campaigns	Community empowerment	Promotion of opportunities and support to community members to get involved in the Locality Empowerment Groups/ Priority Neighbourhood Partnerships to help make things better in their local community.	Ongoing	CLD Team, ACC	
	Children's Rights	Implement a commitment to incorporate the UNCRC into policy across CLD services	Ongoing	CLD Team, ACC Partners	

Workforce Development

CLD partners will work together to design workforce development priorities that are informed by an assessment of the **needs of the whole CLD workforce** in the area – including public and third sector, paid and unpaid workers

Continuous improvement is part of the ethos of CLD. As part of our commitment to improve we will ensure that we have a highly skilled, confident and committed workforce, including our volunteers. We will also increase opportunities and improve pathways to volunteer and provide targeted support to break down barriers and ensure volunteers reflect our city's vibrant diversity.

Workforce Development – CLD partners will work together to:-

- Develop progression routes for volunteers supported by deliberate interventions to support their development.
- Develop ability to deliver PDA's and other accredited awards which support the progression of people engaged in working with communities.
- Develop and deliver training programmes and resources to support the upskilling of workers, including programmes around digital/blended learning and outdoor learning.
- Develop a programme of training and support to enhance the ability of community groups and providers to achieve 'volunteer friendly' status.
- Work with North Alliance to develop shared programmes of training for community learning and development practitioners and address gaps in opportunities.
- Develop the capacity of community learning and development providers to offer Community Learning and Development placements in Aberdeen
- Explore with partners the delivery of accredited courses for those engaged in community learning and development provision.
- Develop the role of NESCOL and local Universities in offering opportunities for progression and career development



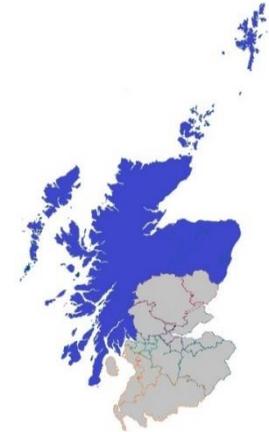
Our Regional Approach in the North

Aberdeen City Council is one of eight regional local authority partner members in the Regional Improvement Collaborative for the North – **The Northern Alliance**. Other members are: Aberdeen City, Moray, Highland, Argyll and Bute, Shetland, Orkney and the Western Isles (Eilean Siar).



The **Northern Alliance** Regional Improvement Collaborative (RIC) aims to develop a culture of collaboration, sharing of expertise and creating local and regional networks to improve the educational and life chances of children and young people.

[The Northern Alliance – A Regional Improvement Collaborative](#)



There are 9 workstreams delivering against the above agenda including a specific **CLD Work-stream** which is managed and delivered through the local authority Lead Officers for CLD. Support for this is provided by Education Scotland through their Education Officers. This has been particularly evident in their involvement in CLD Planning and in aspects of continuous improvement.

The current operational improvement priorities of the CLD Leads group are to:

- Capture approaches to wider achievement for young people and adult learners and share practice
- Capture and analyse youth participation and youth voice
- Further develop approaches to Family Learning
- Increase access to professional learning, including online

Read about our **collective** achievements here [Northern Alliance CLD Sway](#)

Building on these priorities going forward we will be establishing and supporting a Youth Advisory Group for the region, planning and delivering professional learning in STEM (Science, technology, engineering and maths) using a funding award from Education Scotland, strengthening networking around equalities and young people through a new forum, extending practice sharing in relation to Family Learning and contributing to the wider collaborations created through the Regional Improvement Collaborative.

Professional Learning for practitioners and the North Alliance

Access to professional learning and development for practitioners in CLD in the North is enhanced through a regional network of partners, including from the third sector, known as the North Alliance. In turn, this network is a member of the national grouping of CLD Training Consortia. The North Alliance is awarded a small amount of annual funding from the CLD Standards Council in Scotland to deliver professional learning activities for practitioners across the geography.



A Statement of CLD needs which will not be met within the period of the Plan

This Plan is reflective of the current position in Aberdeen but it is acknowledged that due to ongoing changes locally and nationally, particularly in the context of the impact of Covid-19, there is likely to be emerging unmet need in service delivery and support.

We will continue to use our community engagement processes and listen to learners' voices to identify unmet need, record it and then consider whether it can be addressed in some other way by partners or community organisations.

A significant part of our provision is provided through the voluntary commitment of active citizens as individuals and within groups, to identify and resolve unmet learning need.



How We Work Together

City wide arrangements for delivery - how we engage partners across the City in CLD:

Partnership forums - Partnership Forums should discuss the issues being faced across the community to determine priorities, agree how to allocate resources and identify where gaps in provision remain. Once priorities for improvement have been identified, Forums should consider how each individual service represented can support improvement by targeting their own resources.

Priority Neighbourhood Partnerships - this plan has been heavily influenced by the needs and priorities identified through the recent process of updating Priority Neighborhood Plans and Priority Neighbourhood Partnerships have an important role to play in commenting on future delivery

Locality Empowerment Groups – this plan has been heavily influenced by the needs and priorities identified through the recent process of creating Locality Plans and Locality Empowerment Groups have an important role to play in commenting on future delivery

Adult Learning Providers' Network and **Youth Work Providers' Network** - One of the unintended benefits of bringing partners together to share the process of developing this Plan was a renewed interest and commitment to closer ongoing collaboration. As a result there is a desire to establish and develop Providers' Networks for each to bring together those delivering youth work and adult learning respectively. Perceived benefits include sharing of information, identifying and addressing gaps in provision and unmet needs, access to wider funding streams (explore funding opportunities and scope for collaborative bids), shared knowledge of local provision, improved 'pipeline' progression, development of a wider skills and knowledge base, enhanced partnership working, better co-ordination of provision and a reduction in duplication. These groups will not have a governance role and care will be taken to ensure they complement and link to existing networks such as the Aberdeen City Employability forum

Youth Voice – Aberdeen City Youth Council and local youth forums have an important role in commenting and shaping youth work provision along with participants in youth work programmes and children's voices in school based provision.

Learners Voice - Maximise opportunities for adult learners to participate in planning their own learning and learning programmes

Regeneration Matters - is a forum of residents from priority neighbourhoods, which considers issues of interest across all the communities. They support community engagement and nominate members for the Fairer Aberdeen Board, which distributes funding to tackle poverty.



Governance & Accountability

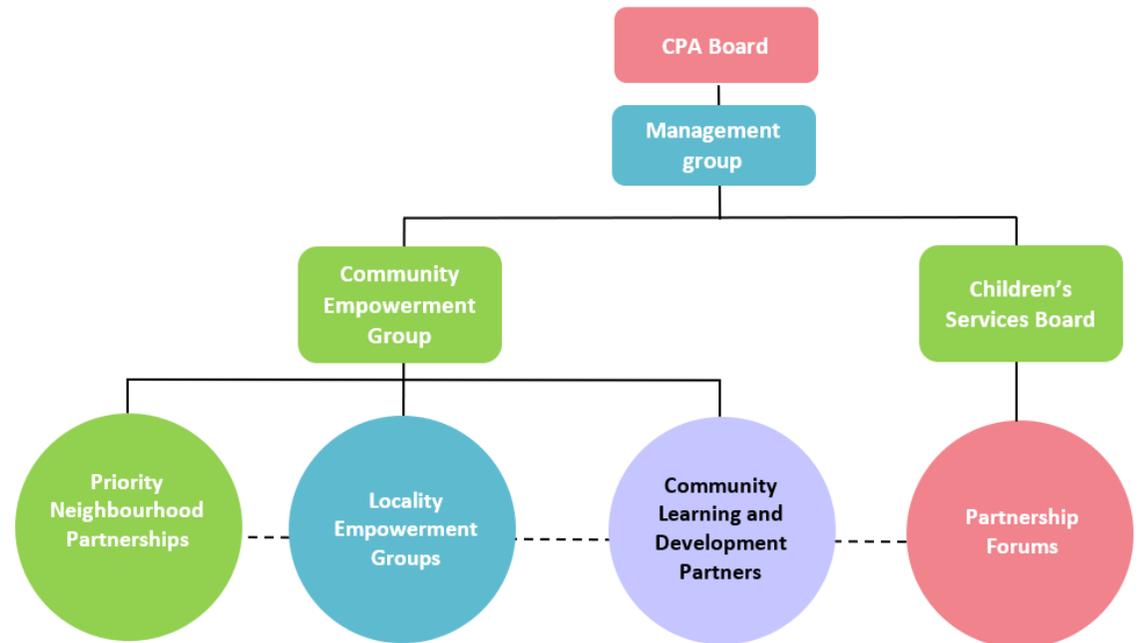
The Community Empowerment Group oversees and scrutinises the development and delivery of the Community Learning & Development Plan on behalf of Community Planning Aberdeen and partner organisations. This includes how the CLD Plan supports delivery of the Aberdeen City Local Outcome Improvement Plan and underpinning Locality Plans to ensure improved outcomes for people and communities across the City.

Aberdeen City Council’s CLD Team leads the operational delivery of the CLD plan and is accountable to the Community Empowerment Group on behalf of CLD partners. The CLD Team facilitates effective joint working across CLD partners and with communities to deliver the plan and ensure communities are supported to engage in the priority areas outlined within this plan.

This involves working closely with the Locality Empowerment Groups, Priority Neighbourhood Partnerships and Partnership Forums which all have a role in working directly with communities to engage and empower them to make things better for themselves, their families and their communities.

The CLD Team will submit a full report against the CLD plan annually to the Community Empowerment Group and provide regular updates on progress, risks and issues at Community Empowerment Group meetings which are held monthly.

Community Learning and Development Managers Scotland (CLDMS) are developing a common set of performance indicators for the sector ([KPI guidance](#)). We will encourage their adoption across partners.



CLD Partners

Community Learning and Development Providers in Aberdeen – what Community Learning and Development providers will be doing within the area over the period of the plan.

There are a range of providers of community Learning and Development services across Aberdeen – some of who are listed below:

CLD Provider	Description
Aberdeen Council of Voluntary Organisations (ACVO)	Focus on capacity building– including community group and organisations; social enterprises Supporting volunteering. Supporting third sector organisations. Promoting and supporting social enterprises. Connecting third sector to CPP
Aberdeen Foyer	<p>Aberdeen Foyer provides supported accommodation to former homeless and at risk young people alongside a range of learning, training, and employment support as well as community health and early intervention services.</p> <p>Addresses many of the underlying causes of homelessness and provides people with the means of gaining and sustaining employment. An integrated approach allows tenants and programme participants to take the next steps towards independent living, learning and work.</p> <p>The Prince’s Trust Team programme is aimed at supporting young people into a positive destination of further education, training, employment or volunteering.</p> <p>Delivers activities aimed at helping each individual to progress into a positive destination and develop their skills and talents so that they can achieve their potential and live an independent and successful life. The</p>

	<p>young people who access the programme are often facing multiple barriers to progression e.g. lack of education, unemployment, homelessness, and are from areas of deprivation within Aberdeen City.</p> <p>Aberdeen Foyer Reach delivers personal, social, wellbeing and employability skills development programmes, aimed at participants who are in recovery from any long-term condition e.g. substance misuse, mental illness or physical illness.</p>
Aberdeen Lads Club	Provides community learning and development services, including childcare, youth work, adult learning, parent and family support, and community capacity building.
Befriend a Child	Provides a befriending service for school-aged children growing up in troubled and disadvantaged circumstances in Aberdeen. Children are matched with trained volunteers who deliver 1:1 befriending and mentoring services. Deliver youth clubs in priority communities.
CFINE Tackling Food Poverty	Maintains and develops Community Food Outlets and Food Pantries, provides food for those in food poverty and coordination, information and networking between organisations involved in food bank work. Aims to make affordable fruit, veg and other produce accessible to low income, disadvantaged and vulnerable residents in Aberdeen. Provides work placements, employability support and training.
CFINE SAFE and SAFE DA (Disability Advice)	Provides face to face financial capability support and education. Deals with benefits, budgeting, debt, digital literacy and financial education.
Choices	Delivers an early intervention programme to break the cycle of gender-based violence and sexual exploitation and to raise awareness, challenge prejudice and stereotypes amongst young people. Promotes positive relationships, supports and empowers people in making choices which will enhance their physical, mental and relational wellbeing.
Citizens Advice Bureau (CAB)	<p>Provides free, independent, confidential, impartial advice available to everyone.</p> <p>Provides advice and information in priority areas using community centres as drop-in centres, assisting clients to maximise their income from welfare benefits and to reduce levels of debt.</p>

<p>Community Flats</p>	<p>Tillydone Community Flat supports community development and provides services designed to improve the quality of life of the residents of the area. Provides resources for community activity; a venue for a range of organisations that offer support, information and advice; and supports community capacity building and adult learning. Promotes and supports individuals to volunteer in the flat and the wider community. Support with welfare reform issues and access to free food.</p> <p>The STAR Community Flat is based in the Seaton area of Aberdeen and serves the local population. The flat offers a range of free services and classes to support and enhance the day to day lives of Seaton residents. Services include back to work support, computer support, free computer and phone access, use of a Chill Out Room and access to educational and vocational classes. The flat also works with the Trussell Trust supporting food bank provision.</p> <p>Cummings Park Flat works with agencies and partners to enhance the lives of people in the community. Helps to address isolation particularly in the elderly, unemployed and/or disabled. Provides engagement opportunities, learning and job seeking support. Access to free wifi. Access to phones for the purpose of appointments (health, legal, housing, benefit). Provides information and access to information to encourage better health and well-being. Giving volunteers opportunities to upskill and recognise existing skills. Sign posting to appropriate agencies.</p>
<p>Faith Groups</p>	<p>Many churches/faith centres provide activities such as playgroups, creches, youth work and work with older people.</p>
<p>Fersands and Fountain Community Project</p>	<p>Provision of community learning and development services, including childcare, youth work, adult learning, parent and family support, Community Food Pantry, and community capacity building</p>

Fersands Family Centre	Provides a range of parent groups, support to individual parents, Nursery, Kindergym
Higher Education	University of Aberdeen – CLD Post Graduate course, research work with community Groups Robert Gordon’s University – widening access courses
GREC	Provides employability ESOL classes within priority areas and a Language Café to offer opportunities to build confidence in speaking English.
Learning Centres.	There are 17 Learning Centres – 10 of which are attached to schools and the other 7 Free-Standing, with several being shared with other services and agencies. The voluntary Associations are supported by Centre Operations Officers to develop learning programmes which meet community identified needs. Programmes include work with children and young people, adults and older people. Programmes vary depending on the size of the centre and the number of volunteers within the Association. They work with the city council through an Operational Agreement. Community Development staff also provide support to the Associations through developing appropriate training with them to help build their capacity to deliver learning opportunities. Associations are supported to identify and access additional funding to expand their programmes to local communities
Leased Centres	There are 23 Leased Community Centres. Leased Centre Associations work to a formal Lease and Management Agreement. They run programmes based on their understanding of need in their local

	<p>communities. They are responsible for the operation of the Centre e.g. Health and Safety, Child Protection. The ACC Community Centre Liaison Officer supports these Associations through support visits, a centre hand book and training. Community Development staff and ACVO also provide support to the Associations as appropriate-</p>
<p>Middlefield Community Project</p>	<p>Provides community learning and development services, including childcare, youth work, adult learning, parent and family support, employment advice and training, access to free/affordable food, and community capacity building.</p> <p>Middlefield Youth Flat supports young people to build their confidence, informal learning opportunities, safe, nurtured, develop their social skills, problem solve and become more resilient, have opportunities, work as a group to make informed choices.</p>
<p>North East Sensory Services</p>	<p>Provides an employment service to blind, visually impaired, deaf or hard of hearing people who live in Aberdeen City. They provide specialist support enabling people to access relevant employment, education and training opportunities and to sustain opportunities which have already been accessed.</p>
<p>North East Scotland College (NESCOL)</p>	<p>Provides and supports a wide range of learning opportunities including ESOL delivery and Employability programmes</p>
<p>Pathways</p>	<p>Supports people into employment by providing tailored support for people from the first stages of job seeking through to securing and maintaining employment. They identify and encourage participation of hard to reach residents through weekly drop-ins, work clubs, established links with partner agencies and individually tailored one to one Keyworker support.</p>
<p>PEEP</p>	<p>The Peep Learning Together Programme is an adult learning programme that supports parents/carers to support their young children's early learning and development. The main focus is to promote strong caring relationships and to increase the quality of the home learning environment. This is done through both group and 1-1 work with families. Families are also offered an opportunity to complete a SCQF credited unit portfolio (Peep Progression Pathway portfolio or PPP) based on what they are already doing to</p>

	<p>support their children. There is an agreement with NESCOL that families who complete a portfolio get an automatic interview.</p> <p>Pre-Covid there was a programme that allowed care experienced young people to volunteer at one of the PEEP groups and complete a portfolio for assessment.</p>
Printfield Community Project	<p>Provides community learning and development services, including childcare, youth work, adult learning, parent and family support, access to free/affordable food, and community capacity building.</p> <p>Out of School childcare for children who attend Woodside and Kittybrewster Primary Schools to support parents/carers in employment and education.</p>
Police Scotland	<p>Supports and contributes to the development of community safety and youth initiatives across the city.</p> <p>The Police Scotland Youth Volunteers (PSYV) are groups of up to 24 young people supported by adult volunteers and led by a police constable, the PSYV volunteer at community and national events across Scotland. The PSYV programme aims to strengthen the relationship with the police and young people, breaking down barriers and promoting positive role models. PSYV promotes a practical way for young people to understand policing by supporting the police in their local area through volunteering. As part of this, young people are given a chance for their voice to be heard and encouraged to promote good citizenship.</p>
Private Sector	Chamber of Commerce – supporting employability

Station House Media Unit	<p>Supports residents in priority areas of the city in radio and video production, traditional and on-line publications, music production and digital inclusion. Supports other disadvantaged communities, both geographic and communities of interest, with an employability and training arm and a programme for prisoners, both pre and post-release.</p> <p>Provides youth work; digital inclusion; adult and family literacy and numeracy; community capacity building; personal and community development; employability skills; criminal justice, and the curriculum for excellence.</p>
Silver City Surfers	<p>Provides computer tutoring for over 55s to learn how to use new technologies through tailored sessions and monthly talks so they can confidently learn how to use the computer and surf the internet safely in a welcoming and social environment.</p>
Sport Aberdeen (ALEO)	<p>Sport Aberdeen manage a wide variety of sport and leisure facilities and delivers a range of services that provide health and wellbeing opportunities.</p> <p>These services have a focus on recruiting and developing volunteers to help deliver the activities and include the likes of Active Schools, Move More, Walk Aberdeen and the Looked After Project. Volunteers are also encouraged to work towards awards. In addition to this there are training opportunities delivered to sports clubs that include the likes of first aid and child protection and safeguarding.</p>
St Machar Parent Support Project	<p>Supports parents and carers of pupils who attend or live in the St Machar Academy catchment area and its feeder primary schools. Aims to improve the attendance of children who are frequently being excluded from mainstream school because of difficulties.</p> <p>Assists parents and their children to have a positive experience with education by providing a “toolkit” for parents enabling them to improve their parenting skills and confidence in handling difficult situations. Supports and encourages families to lead a positive lifestyle, linking with many other agencies to ensure the best support is provided. Supports parents on a one to one basis or in group setting depending on the issue or need.</p>

Uniformed Organisations	Work with young people from ages 5 – 21 providing learning activities which support young people’s health and wellbeing, Youth voice and Active Citizenship.
Workers Educational Association	<p>The Reach Out project aims to</p> <ul style="list-style-type: none"> • provide a rich programme of learning activities for some of the most vulnerable people in Aberdeen City: people with learning disabilities, those living with mental health and /or substance misuse issues and those going through the criminal justice system • use a student-centred learning approach effectively in order to empower its learners, and improve a range of skills • reduce social isolation, increase confidence and counter discrimination through employing an integrated approach, refusing to segregate by the particular issues/disabilities of its learners

Appendix 2: Legislation, Policies, Research and Guidance reviewed in the production of the Plan

[2017 National Improvement Framework and Improvement Plan for Scotland](#)

ACC National Improvement Framework Plan 2018/2019

[Achieving a Sustainable Future: Regeneration Strategy \(2011\)](#)

[Adult Learning Statement of Ambition 2014-2019](#)

[Adult Literacies in Scotland 2020: Strategic Guidance](#)

[Community Empowerment \(Scotland\) Act 2015](#)

[Community Empowerment \(Scotland\) Act 2015: Part 2 Community Planning Guidance](#)

[Community Learning and Development: Strategic Guidance for Community Planning Partnerships \(2012\)](#)

[Developing the Young Workforce: Scotland's Youth Employment Strategy \(2014\)](#)

[Education Governance review next steps \(2017\)](#)

[Education Scotland Inspection reports of CLD over the period of the last plan](#)

[Fairer Scotland Action Plan \(2016\)](#)

[Family Learning Framework: Advice for Practitioners \(2018\)](#)

[National Performance Framework](#)

[National Youth Work Strategy 2014-2019](#)

North Alliance Plan – Workforce Development

[Revised Guidance Note of Community Learning and Development Planning 2018-2021](#)

Scotland's Community Learning and Development Workforce Development Action Plan

[Scotland's ESOL Strategy 2015 - 2020](#)



[Scottish Governments STEM Education and Training Strategy for Scotland \(2017\)](#)

[The 15-24 Learner Journey Review May 2018 – Scottish Government report](#)

[The National Policy Context for Community Learning and Development \(CLD\) planning](#)

[The Requirement for Community Learning and Development \(Scotland\) Regulations 2013](#)

[The Scottish Attainment Challenge](#)



For Further Information

Please contact: communities@aberdeencity.gov.uk

Facebook: [facebook.com/CommunitiesAberdeen](https://www.facebook.com/CommunitiesAberdeen)

Twitter: [@CommunitiesAbdn](https://twitter.com/CommunitiesAbdn)

<https://communityplanningaberdeen.org.uk>



Community Planning Aberdeen

Progress Report	Summary Refreshed Local Outcome Improvement Plan 2016-26
Lead Officer	Gale Beattie, Chair of CPA Management Group and Aberdeen City Council Director of Commissioning
Report Author	Allison Swanson, Improvement Programme Manager
Date of Report	15 October 2021
Governance Group	CPA Board – 30 November 2021

Purpose of the Report
This report presents the public facing summary of the refreshed Aberdeen City Local Outcome Improvement Plan 2016-26.

Summary of Key Information

1 BACKGROUND

1.1 The [Aberdeen City Local Outcome Improvement Plan \(LOIP\) 2016-26](#) was endorsed by Community Planning Aberdeen on 22 August 2016. A refreshed version was approved by the CPA Board in February 2019 and again in July 2021. This report presents the summary version of the refreshed LOIP to make the document more accessible to internal and external staff, communities and members of the public.

2 SUMMARY REFRESHED LOCAL OUTCOME IMPROVEMENT PLAN 2016-2026

- 2.1 The Summary LOIP is a short, easy read version of the Local Outcome Improvement Plan 2016-26. It explains the purpose of the LOIP and the 15 Stretch Outcomes that the Partnership aims to achieve by 2026. It also invites people across and outwith the Partnership to get involved in helping to deliver the improvement projects that the Partnership will take forward to achieve our aims.
- 2.2 The document is intended to support awareness raising of the LOIP across all communities in Aberdeen, this includes the third sector, private sector, community groups and individuals. It is hoped that this will lead to increased participation and collaboration to deliver the improvement projects that the Partnership believes will lead to improved outcomes for the people of Aberdeen.

3 NEXT STEPS

3.1 The Summary Local Outcome Improvement Plan will be published on the Community Planning Partnership's website. This includes the electronic dissemination of the document by Partners to communities.

Recommendations for Action

It is recommended that the Board:

- i) Approve the Summary Local Outcome Improvement Plan for publication and dissemination.

Opportunities and Risks

The refreshed Local Outcome Improvement Plan 2016-26 enables Community Planning Aberdeen to refocus on those priority areas that rely on Partners working together and with communities to learn how to work differently to achieve new levels of improvement. Success will depend on the drive and passion of the Partnership working with wider sectors and communities. The Summary LOIP is intended to support greater collaboration and partnership working between the Partnership and all communities in Aberdeen.

Consultation

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

Michelle Cochlan, Community Planning Manager
CPA OIG and Locality Lead Contacts
CPA Management Group

Background Papers

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

[Local Outcome Improvement Plan 2016-26](#)

Contact details:

Name	Allison Swanson
Title	Improvement Programme Manager
Email Address	aswanson@aberdeencity.gov.uk



Local Outcome Improvement Plan (LOIP) In Summary



Community Planning
Aberdeen

Welcome

A warm welcome from Community Planning Aberdeen. We are a group of public service organisations working in partnership to improve outcomes for and with people across the City, especially those most in need. All Councils in Scotland are required to have a Community Planning Partnership in place, there are 32 across Scotland. Community Planning Aberdeen has 14 core partners, but we work alongside many more organisations and community groups. We are united in our desire to make things better for the people of Aberdeen through the delivery of the Local Outcome Improvement Plan (LOIP).

Member Organisations



What is the Local Outcome Improvement Plan (LOIP)?

You may have heard people talking about the Local Outcome Improvement Plan (LOIP) – but do you know what it is and what it means for Aberdeen? The LOIP is a document which sets out how Community Planning Aberdeen will improve outcomes for and with local people and communities. The vision set out in the LOIP is that Aberdeen will **be ‘a place where all people can prosper’** by 2026. By this we mean that we want everyone in the city to have the same opportunities, regardless of their background or circumstances.

To achieve this we have developed 15 goals that we are working to achieve over the next five years. They cover three themes: **Economy, People and Place**, with 75 improvement projects planned to help achieve our goals. This offers lots of opportunities for you to get involved and you can find out details on how to get involved below. The LOIP is a ten year plan which is reviewed in consultation with partners every two to three years to make sure that we are making a difference.

The LOIP is our city wide plan. It is complemented and underpinned by Locality Plans for the North, South and Central localities of the City. The Plans make the link between the ideas for improvement which have been identified by communities to the improvement projects within the LOIP.

We have Locality Empowerment Groups (LEGs) and Priority Neighbourhoods Partnerships open to any community member or representative of a community group/ network living in the area that has an interest in working collectively to improve outcomes for the Locality. For more information on the Locality Plans and Partnerships, visit www.communityplanningaberdeen.org.uk or email localityplanning@aberdeencity.gov.uk

Economy

The Economy section of the LOIP details the actions we will take to tackle the causes of immediate and acute poverty and to improve our economy and increase employment opportunities in Aberdeen. These actions are known as our improvement projects. There are three outcomes in this section and 15 improvement projects that focus on improving Aberdeen’s economy. These projects focus on **ensuring all people across the City have access to food, fuel, shelter and finance**. We are also working to **create and support people new sustained, fair work** opportunities for unemployed residents and developing our residents’ skills through digital access, **skills and qualification/training opportunities**.

Economy Stretch Outcomes – by 2026:



1. No one will suffer due to poverty by 2026

2. 400 unemployed people supported into fair work



3. 500 people skilled/ reskilled

ECONOMY IMPROVEMENT PROJECTS



Supporting those most impacted by Covid-19 to **recover**



Mitigating causes of acute poverty



Use of **food pantries**



Uptake of unclaimed benefits



Improving home energy

Page 229



Financial assessments for homeless people



Reducing fuel poverty



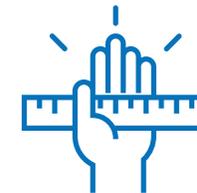
Supporting people to **start businesses**



Supporting labour market to **recover**



Support people into sustained, **good quality work** (priority neighbourhoods & over 50s)

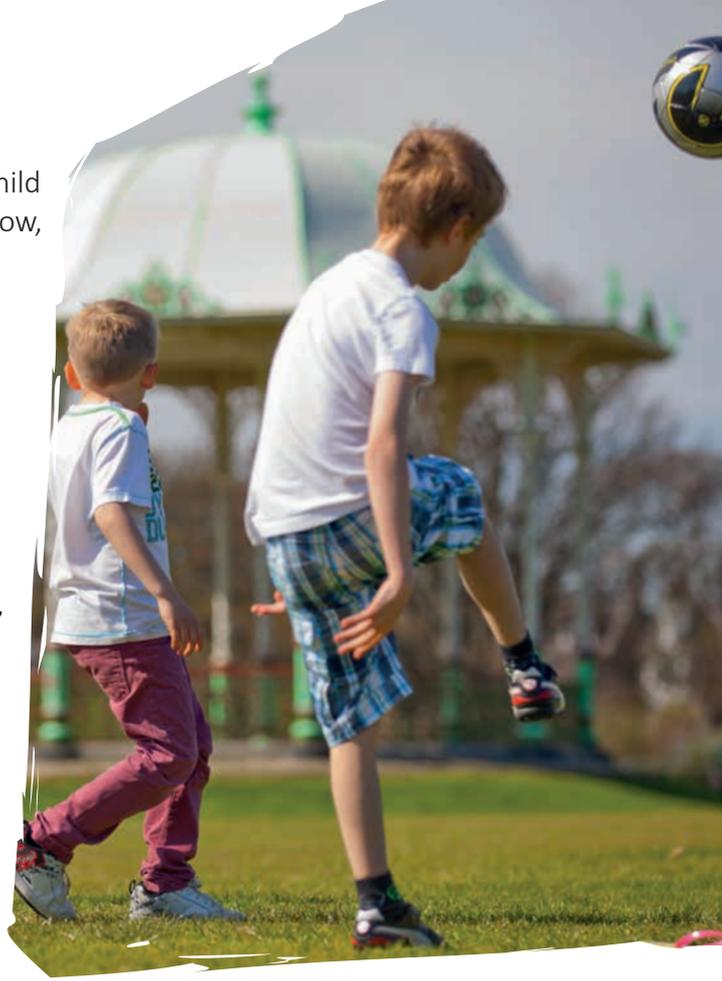


Increasing Modern and Graduate Apprenticeships

People (Children & Young People)

This section of the LOIP is all about making sure that every child and young person in Aberdeen has equal opportunities to grow, develop and reach their full potential. In total, there are six outcomes within this section and 27 improvement projects.

The projects we are working together to deliver this include supporting parents and families, reducing inequalities for **care experienced children** and improving outcomes for young people in our **priority neighbourhoods**. We want to improve our children and young people's **physical, mental and emotional health and wellbeing**, with projects focused on early intervention for young people with eating disorders, providing digital wellbeing resource. We will be delivering projects that tackle issues in these areas to lead to more positive outcomes. Other projects focus on **improving education experience and post-school opportunities**. Our projects will also provide appropriate and **effective interventions** for young people to reduce their involvement in offending behaviour and supporting them to more positive destinations. Community Planning Aberdeen is also committed to a UNICEF **Child Friendly City status**.



Children & Young People Stretch Outcomes - by 2026



4. 95% of children will reach their expected **developmental milestones**

5. 90% of children and young people will report that their experiences of mental health and wellbeing have **been listened to**



6. 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



7. 95% of children living in our priority neighbourhoods will **sustain a positive destination** upon leaving school



8. Child friendly city where all decisions which impact on children and young people are **informed** by them



9. 30% fewer young people (under 18) charged with an offence



CHILDREN & YOUNG PEOPLE IMPROVEMENT PROJECTS



Uptake of support
for parents and
families



Keeping children safe –
reducing unintentional
injuries & births affected
by drugs



Improving pathways to employment/training
- care experienced & young people from
priority localities accessing a **positive and
sustained destination**

Page 234



**Timely access to
support –** sustainable
& equitable access to
counselling



Becoming a **Child
friendly city**



**Tackling antisocial
behaviour &** increasing
diversionary activities



Early intervention for
young people with
eating disorder



Increasing knowledge &
use of digital wellbeing
resources

People (Adults)

This section of the LOIP has three outcomes which include increasing healthy life expectancy (time lived in good health), decreasing criminal convictions, reducing unsafe levels of alcohol consumption and lowering the number of drug related deaths. There are 25 improvement projects to help us reach these aims.

These projects will focus on making sure that opportunities are in place for positive, safe and successful lifestyles; improving outcomes for people experiencing vulnerability or disadvantage, building resilience in communities and **help people with substance misuse**. To support this approach we are focused on supporting people to make **informed decisions about health and lifestyle**. Other projects focus on providing interventions and support for issues which are contributing to offending behaviour and **reducing the impact of crime** on communities. We will work with people involved in offending, delivering targeted interventions aimed at **reducing specific offences**, such as domestic abuse, hate crimes wilful fire and **access to support for victims**.

Adult Stretch outcomes - by 2026

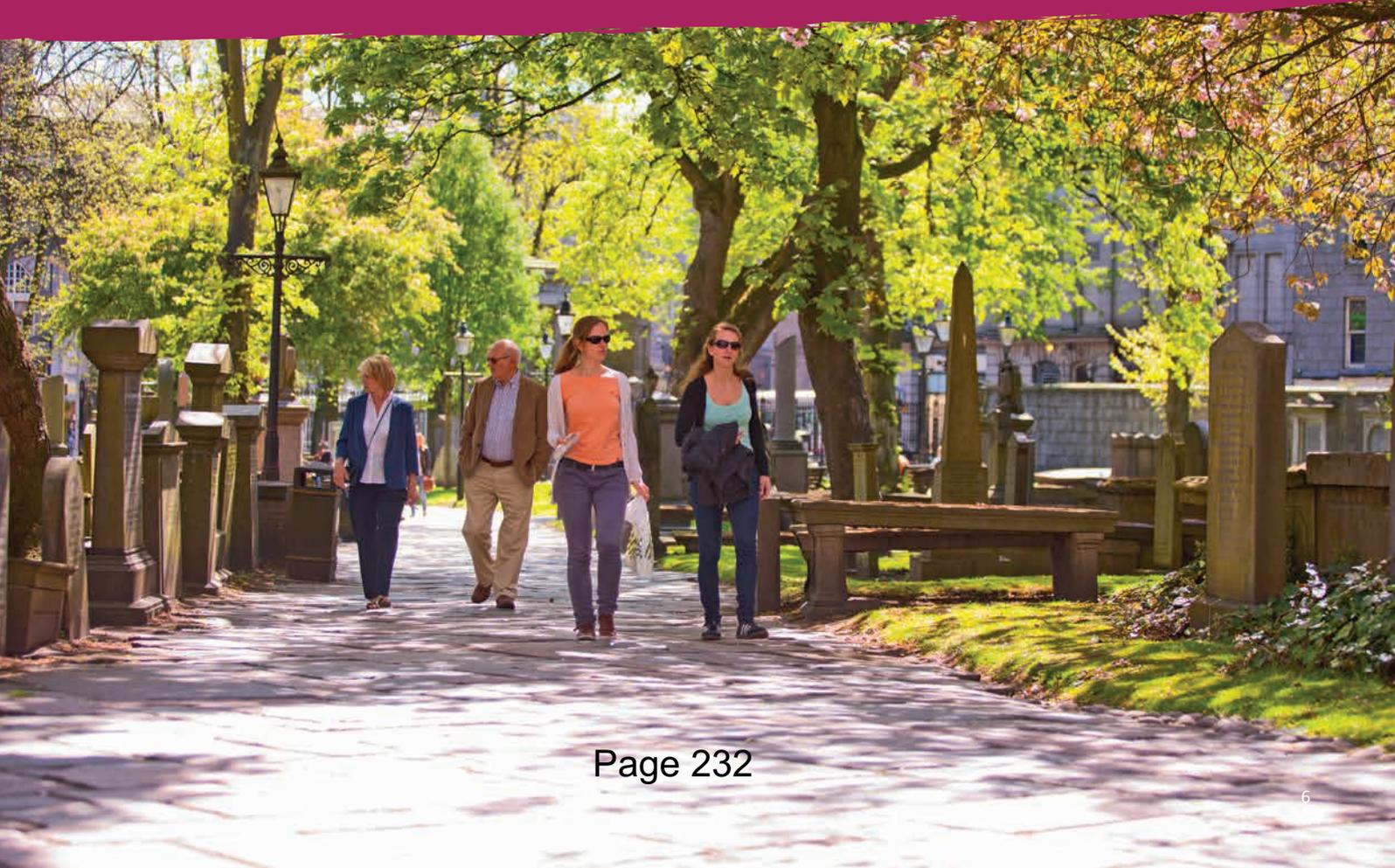


10. 25% fewer people receiving a first ever Court conviction and **2% fewer** people reconvicted within one year

11. Healthy life expectancy (time lived in good health) is **5 years longer**



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



PEOPLE (ADULTS) IMPROVEMENT PROJECTS



Support to engage with services on release from prison & employability opportunities



Targeted interventions focused on domestic abuse, hate crime and wilful fires



Changing attitudes towards alcohol



Increasing access to alcohol & drug treatment



Reducing drug related deaths & increasing access to naloxone



Support vulnerable and disadvantaged – reduce youth homelessness & suicides



Supporting wellbeing & good health choices & adopting healthier lifestyles



Reduce loneliness and social isolation by increasing volunteering opportunities



Support for unpaid carers

Place

This section of the LOIP is about how we can do even more to promote and improve the positive qualities of Aberdeen as a place to live, work, and visit. Our environment and the quality of the place is vital to the quality of life enjoyed in Aberdeen and encouraging the health and wellbeing of our citizens.

The three outcomes in this section cover reducing carbon emissions in the city, increasing active travel across the population of Aberdeen and addressing the nature crisis by protecting/managing green space. There are 8 improvement projects that will help us achieve these aims. These include a focus on **reducing carbon emissions and waste**, through increasing recycling and use of **reusable products; increasing walking and cycling**. Our plans also look to work with communities and build on the levels of community volunteering and collective ownership seen throughout the pandemic to further build community resilience through the development of **community led resilience plans**, increasing **community run green spaces and food growing**.



Place Stretch Outcomes - by 2026



13. Addressing climate change by **reducing Aberdeen’s carbon emissions** by at least **61%** 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



15. Addressing the nature crisis by **protecting/managing 26%** of Aberdeen’s area for nature



PLACE IMPROVEMENT PROJECTS



Reducing carbon emissions



Reducing waste by increasing reuse and recycling



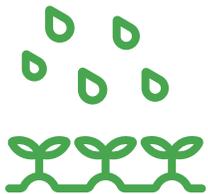
Developing Community Led Resilience Plans



Increase sustainable travel: walking and cycling



Increasing community run green spaces



Food growing in schools, communities, workplaces



Organisations **pledging** their land **for nature**

How to Get Involved

To find out more and to read the full version of the Local Outcome Improvement Plan 2016-26, you can visit Community Planning Aberdeen's website, www.communityplanningaberdeen.org.uk.

If you would like to get involved in any of the improvement projects described in this document and want to be part of achieving our outcomes, please get in touch. We value your contribution and feedback. Please email: communityplanning@aberdeencity.gov.uk

