



Community Planning Aberdeen Board

Meeting on WEDNESDAY, 23 FEBRUARY 2022 at 2.00 pm

****Council Chamber - Town House, Aberdeen****

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 30 November 2021 (Pages 3 - 8)
- 1.2 Minute of Meeting of the CPA Management Group of 26 January 2022 - for information (Pages 9 - 26)
- 1.3 CPA Board Forward Planner (Pages 27 - 28)
- 1.4 National Update- Scottish Government

CPA IMPROVEMENT PROGRAMME

- 2.1 CPA Improvement Programme Quarterly Update and Appendices (Pages 29 - 122)
 - Appendix 1 - CPA Improvement Programme Overview of Progress (pages 33-52)
 - Appendix 2 - Economy Theme Improvement Project Case Studies (Pages 53-58)
 - Appendix 3 - New Charters (Pages 59-122)

GENERAL BUSINESS

3.1 Fairer Aberdeen Fund Annual Report 2020-21 (Pages 123 - 142)

3.2 Child Friendly City Update (Pages 143 - 178)

FOR INFORMATION

4.1 Date of Next Meeting- 20 April 2022

Should you require any further information about this agenda, please contact Gogo Okafor, email mokafor@aberdeencity.gov.uk

COMMUNITY PLANNING ABERDEEN BOARD
30 November 2021
Hybrid meeting

Present:- Councillor Laing (Chair)
 Gale Beattie (Aberdeen City Council)
 Duncan Cockburn (RGU)
 Professor Peter Edwards (Vice Principal, University of Aberdeen)
 Chay Ewing (Scottish Fire and Rescue Service) (as a substitute for Bruce Farquharson)
 Councillor Greig
 Caroline Hiscox (Chief Executive, NHS Grampian) (from Item 4.1)
 George MacDonald (Police Scotland)
 Gordon MacDougall (Skills Development Scotland)
 Lavina Massie (Civic Forum) (as a substitute for Jonathan Smith)
 Ken Milroy (NESCOL)
 Councillor Alex Nicoll
 Paul O'Connor MBE (ACVO)
 Angela Scott (Aberdeen City Council)
 Susan Webb (Director of Public Health)

In Attendance:- Elizabeth Aston (Scottish Government) and Robert Laird (NESCOL).

Also Present:- Michelle Cochlan, Derek McGowan, Martin Murchie, Lydia Ross and Colin Wright (all Aberdeen City Council).

Apologies:- Bruce Farquharson, Luan Grugeon, Richard McCallum, Alistair Robertson and Jonathan Smith.

Page 3

Topic	Discussion/Decision	Action By
1. Welcome and Declarations of Interest	The Chair welcomed Professor Pete Edwards to his first meeting of the Board. There were no declarations of interest.	
2. Valedictory	The Chair paid tribute to two Board members who were standing down; Bruce Farquharson who was changing role within the Scottish Fire and Rescue Service to become Depute Assistant Chief Officer and Head of Training for SFRS, and Ken Milroy whose tenure as Chair of NesCol was finishing in early 2022.	

Agenda Item 1.1

Topic	Discussion/Decision	Action By
	<p>The Chair noted that both Mr Farquharson and Mr Milroy had been very active members of CPA, helping shape the Local Outcome Improvement Plan and ensuring that there had been close alignment between the LOIP and their organisations.</p> <p>Members thanked them for their contributions to Community Planning Aberdeen Board and wished them well.</p>	
3. Minute of Previous Meeting of 15 September 2021	<p>The Board had before it the minute of its previous meeting of 15 September 2021, for approval.</p> <p><u>The Board resolved:-</u> to approve the minute as a correct record.</p>	
Page 4 Draft Minute of the CPA Management Group meeting of 27 October 2021	<p>The Board had before it the minute of the CPA Management Group meeting of 27 October 2021, for information.</p> <p><u>The Board resolved:-</u> to note the draft minute.</p>	
5. CPA Board Forward Business Planner	<p>The Board had before it the Forward Business Planner.</p> <p><u>The Board resolved:-</u> to agree the Forward Business Planner.</p>	
6. National Update – Scottish Government	<p>The Board noted that there had been no questions presented for the Scottish Government and that Richard McCallum had submitted his apologies for the meeting.</p> <p><u>The Board resolved:-</u> to note the position.</p>	

Topic	Discussion/Decision	Action By
7. North East Scotland College Strategic Plan 2021-2023	<p>The Board had before it the North East Scotland College (NESCol) Strategic Plan 2021-2023. Robert Laird - Head of Planning and Academic Partnerships, NESCol - spoke to the Plan.</p> <p>Mr Laird noted that the Plan aimed to raise awareness and show NESCol's alignment to the refreshed LOIP as shown in Appendix 2 of the Plan.</p> <p>The report recommended: that the CPA Board note the NESCol Strategic Plan for 2021-2023, and the alignment to the refreshed LOIP 2016-26.</p> <p><u>The Board resolved:</u> to agree the recommendation.</p>	
CPA Improvement Programme Quarterly Update and Appendices	<p>The Board had before it a report presenting the Community Planning Aberdeen Improvement Programme Quarterly Update.</p> <p>The report recommended: that the Board:</p> <ul style="list-style-type: none"> 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. <p>Michelle Cochlan – Community Planning Manager - spoke to the report, advising that it provided 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</p>	

Topic	Discussion/Decision	Action By
	<p>Partnership's 15 Stretch Outcomes by 2026. This was on the basis of the Improvement Programme 2021-23 approved by the Board on 15 September 2021. The report also included new charters for approval for project initiation.</p> <p><u>The Board resolved:</u> to approve the recommendations.</p>	
<p>9. Child Poverty Action Report</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 6</p>	<p>The Board had before it a report providing a six-monthly update following instruction from the Operational Delivery Committee on 13 January 2021 for Community Planning Aberdeen to provide a half yearly report on the actions being taken by the Board 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.</p> <p>The report recommended: that the Board:</p> <ul style="list-style-type: none"> i) note the content of the report; ii) note that if national child poverty data became available in this cycle, the report would be updated and circulated to the Board as report deadlines permit; and iii) 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>Derek McGowan - Chief Officer, Early Intervention and Community Empowerment - spoke to the report. Members were asked to note that national child poverty statistics were not yet available from HMRC, and the report therefore could not draw any inference on whether actions being taken had affected child poverty rates in the City.</p> <p>In response to a question regarding which organisations were working with financial support services within hospitals on page 173 of the report, Mr McGowan explained that it was a restricted group of staff due to the hospital setting and undertook to liaise with Jonathan Smith to provide further explanation.</p>	<p>Derek McGowan, ACC</p> <p>Caroline Hiscox, NHSG/ Derek McGowan, ACC</p>

Topic	Discussion/Decision	Action By
<p>Page 7</p>	<p>In response to comments regarding providing more support to children and families in the earliest years (page 147 of the report), Caroline Hiscox undertook to liaise with Alan Bell - Head of Information Governance and Data Protection Officer NHSG – and Derek McGowan to address obstacles in NHSG referral progress and how to overcome difficulties in information sharing,</p> <p>Mr McGowan undertook to amend the figure on page 148 to reflect the correct figure of 23% of households in fuel poverty as stated on page 152 and to provide data on free meals (page 149) to Michelle Cochlan to be circulated to the Board.</p> <p><u>The Board resolved:</u></p> <ul style="list-style-type: none"> (i) to approve the recommendations; and (ii) to note that the various actions would be taken forward as detailed above 	<p>Derek McGowan/Michelle Cochlan, ACC</p>
<p>Page 7</p> <p>Community Learning and Development Plan 2021-2024</p>	<p>The Board had before it a report which presented 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 1 September 2015 and to publish further plans every three years. This was the third CLD plan covering the period 2021 – 2024.</p> <p>The report recommended:</p> <p>that the Board endorse the Community Learning and Development Strategic Plan 2021- 2024 contained in Appendix 1.</p> <p>Colin Wright - Community Learning & Development Manager - spoke to the report and noted the priorities identified:</p> <ul style="list-style-type: none"> • 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. 	

Topic	Discussion/Decision	Action By
Page 8 11.	<p>Mr Wright undertook to contact Gordon MacDougall after the meeting to further discuss an Adult Learners Practitioners' network and for Mr MacDougall to put Mr Wright in contact with the local Skills Development Scotland Manager.</p> <p>Caroline Hiscox and Colin Wright agreed to discuss off-line about NHS Grampian's contribution to partnership working and how this could be enhanced.</p> <p>Colin Wright undertook to liaise with Michelle Cochlan to update the Plan for the next draft to include reference to the work of the Responsible Business community and private sector support.</p> <p><u>The Board resolved:</u></p> <p>(i) to agree the recommendations; and</p> <p>(ii) to note that the various actions which would be taken forward as detailed above.</p>	<p>Gordon MacDougall, SDS/Colin Wright, ACC</p> <p>Caroline Hiscox/Susan Webb/Colin Wright</p> <p>Colin Wright/Michelle Cochlan, ACC</p>
11. Summary Refreshed Local Outcome Improvement Plan 2016-26	<p>The Board had before it a report which presented the public facing summary of the refreshed Aberdeen City Local Outcome Improvement Plan 2016-26.</p> <p>Gale Beattie - Chair of CPA Management Group and Aberdeen City Council Director of Commissioning – encouraged partners to share and distribute the Plan as widely as possible.</p> <p><u>The report recommended:</u></p> <p>that the Board -approve the Summary Local Outcome Improvement Plan for publication and dissemination.</p> <p><u>The Board resolved:-</u></p> <p>to approve the recommendation.</p>	<p>Gale Beattie/Emma Robertson, ACC</p>
12. Date of Next Meeting	<p>The Board noted that its next meeting would be held on 23 February 2022 at 2pm.</p>	

**COMMUNITY PLANNING ABERDEEN MANAGEMENT GROUP
26 JANUARY 2022**

Present:- Gale Beatie (Aberdeen City Council) (Chair), Murray Main (Police Scotland) (Vice Chair), Dave Black (GREC), Allison Carrington (Aberdeen Prospers), Heather Crabb (University of Aberdeen), Andrew Dick (Scottish Fire and Rescue Service), Rab Dickson (Nestrans), Jillian Evans (Sustainable City and NHSG), Jill Franks (Sport Aberdeen), Nicola Graham (Skills Development Scotland), Robert Laird (NESCOL) Maggie Hepburn (ACVO), Derek McGowan (Anti-Poverty Group and Community Justice Group), Lavina Massie (Civic Forum), Bryan Nelson (as a substitute for Sandra MacLeod) (Resilient, Included and Supported Group), Simon Rayner (Alcohol and Drugs Partnership), Graeme Simpson (Children’s Services Board) and Alison Watson (Robert Gordon University).

Also Present:- Stewart Aitken and Murray Dawson (North East Culture Collective, Culture Aberdeen) (for item 5 of the minute)

Michelle Cochlan, Martin Murchie, Matt Reid (for item 7 of the minute), Allison Swanson and Susan Thoms (for item 6 of the minute) (Aberdeen City Council).

Apologies:- Jamie Bell (Scottish Enterprise) and Sandra MacLeod (RIS and Health and Social Care Partnership).

Topic	Discussion/Decision	Action By
1. Welcome	The Chair welcomed everyone to today’s meeting.	
2. Minute of Previous Meeting of 27 October 2021 for approval	The Management Group had before it the minute of its meeting of 27 October 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 30 November 2021	The Management Group had before it the draft minute of the CPA Board meeting of 30 November 2021, for information. <u>The Management Group resolved:</u> (i) to note the draft minute; and (ii) to request that where a response to a question had been minuted that the questions asked also be reflected in the minute to provide the context to the reader.	Emma Robertson, ACC

Topic	Discussion/Decision	Action By
4. CPA Improvement Programme Update and Appendices Page 10	<p>The Management Group had before it a report which provided 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. The report also included 10 new charters for approval for submission to the CPA Board.</p> <p>The report recommended:- 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) consider the issues highlighted in the Stretch Outcome overviews and improvement projects with a red (off track) tagging as contained at Appendix 1 and determine any mitigating actions required prior to submission to the CPA Board on 23 February 2022; (c) approve the new charters included at Appendix 2 for submission to the CPA Board on 23 February 2022; (d) recommend to the CPA Board the proposed rescheduling of the seven new charters, as detailed at Appendix 1, which were due to be submitted to CPA Board in February 2022 but have been postponed; and (e) recommend to the CPA Board the proposed rescheduling of the nine revised charters which were due to have been submitted to their respective Outcome Improvement Group but have been postponed, as detailed in Appendix 1. <p>It was noted that since the agenda was issued, some Outcome Improvement Groups had met and therefore any updates since the report had been issued would be advised verbally. Overall, there were now 53 live projects. Of the 40 continuing projects, 78% had now revised charters approved and therefore 9 had been postponed as detailed in the overviews with one to be approved by the Anti Poverty Group, one by Children's Services Board and seven by the Alcohol and Drugs Partnership.</p>	

Topic	Discussion/Decision				Action By				
Page 11	<p>In terms of the new charters, 17 charters were due to this meeting and 10 had been submitted as contained at Appendix 2; therefore, seven projects had been postponed with the reasoning contained in Appendix 1. Including the postponed charters there were 11 charters still to be submitted and the aim was for all new charters to be submitted to the April 2022 Board so that thereafter focus was on delivery of the projects.</p> <p>In terms of the Stretch Outcomes (SOs) and improvement projects there two SOs with an amber ragging (SO 3 & 11) and one with a red (SO12) and 11 improvement projects with a red 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 wished to highlight to CPA Management Group for support to mitigate against those at the earliest opportunity.</p>								
	<table border="1"> <thead> <tr> <th data-bbox="443 904 524 943">SO</th> <th data-bbox="524 904 875 943">Stretch Outcome</th> <th data-bbox="875 904 1055 943">Chair/Rep</th> <th data-bbox="1055 904 1677 943">Update</th> </tr> </thead> <tbody> <tr> <td data-bbox="443 943 524 1461">1</td> <td data-bbox="524 943 875 1461">No one will suffer due to poverty by 2026.</td> <td data-bbox="875 943 1055 1461">Derek McGowan</td> <td data-bbox="1055 943 1677 1461"> <p>Stretch Outcome was progressing, two new charters were due today, of which one was on today's agenda and had not been provided. The revised charter had been submitted however approval postponed to Jan 2022, due to the meeting being cancelled in Dec 2021.</p> <p>In terms of key activity/outcome, it was noted that for project 1.1, total pantry membership was now at 600 and between Jan and Dec 2021 total membership increased by 108%.</p> </td> </tr> </tbody> </table>	SO	Stretch Outcome	Chair/Rep		Update	1	No one will suffer due to poverty by 2026.	Derek McGowan
SO	Stretch Outcome	Chair/Rep	Update						
1	No one will suffer due to poverty by 2026.	Derek McGowan	<p>Stretch Outcome was progressing, two new charters were due today, of which one was on today's agenda and had not been provided. The revised charter had been submitted however approval postponed to Jan 2022, due to the meeting being cancelled in Dec 2021.</p> <p>In terms of key activity/outcome, it was noted that for project 1.1, total pantry membership was now at 600 and between Jan and Dec 2021 total membership increased by 108%.</p>						

Topic	Discussion/Decision			Action By	
Page 12				One issue/risk was raised in relation to the unclaimed benefits project, where the charter was due and had not been submitted. Status of project unknown as PM had not provided update or attended the Anti-Poverty Group meetings. However, Derek confirmed that a solution had now been identified and would be progressed to ensure that the charter was submitted to the next meeting.	Derek McGowan, ACC
	2	400 unemployed Aberdeen City residents supported into Fair Work by 2026.	Alison Carrington	<p>New project charter due submitted and 100% of continuing charters revised. Further remaining new charter postponed to April 22 as agreed by Board and was expected to be on schedule.</p> <p>The following areas of key outcomes were highlighted:</p> <p>Project 2.1 – since the report had been published new data was available and there were now 63 employers headquartered in the City who were Real Living Wage accredited an increase of 29% since January 2021.</p> <p>Project (2.2 Start up businesses) - 27 referrals of individuals in receipt of universal credits who are investigating starting a business since the start of the programme with 7 individuals starting a business which either took them off universal credits or significantly reduced their universal credits.</p>	

Topic	Discussion/Decision				Action By
Page 13				No issues/risks highlighted, however it was raised that Aberdeen Prospers with Culture Aberdeen were considering a further project seeking to address the vacant shops in the city centre.	Allison Carrington, SDS
	3	500 Aberdeen City residents upskilled/reskilled to enable them to move into, within and between economic opportunities as they arise by 2026	Alison Carrington	<p>All live project charters had been revised, however progress status of three projects (3.2, 3.3 & 3.4) was required and therefore all were an amber status.</p> <p>In terms of these projects Allison advised as follows: 3.2 awaiting update from PM; 3.3 this project was being linked with the Digital Skills Partnership to ensure no duplication and to identify whether it could support the project. Relationship to be confirmed before project progressed; ad 3.4 project working to overcome barriers to data and connecting with Locality Inclusion Manger and hoping to start a pilot with St Machar Academy, but not progressed at this stage.</p> <p>In terms of issues/risks it was noted that the charter for the 80% of young people will successfully complete their Modern Apprenticeship aim was due but no engagement from Project Manager on status and therefore had been postponed.</p>	
	4	95% of children (0-5 years) will reach their expected	Graeme Simpson	Revised charter for live project 4.1 was due in Dec 21 and had been postponed to March 22. Two new charters on today's	

Topic	Discussion/Decision			Action By	
Page 14		developmental milestones by the time of their child health reviews by 2026.		<p>agenda as scheduled. Following, Feb 22 Board meeting, all projects would be live. Baseline data for project 4.2 required.</p> <p>In terms of Issues/Risks the following were highlighted:</p> <ol style="list-style-type: none"> 1. Lack of progress with project 4.1 due to multiple demands on project lead. 2. Lack of easy accessed data that does not rely on services sharing 3. Significant pressures on staff due to winter pressures 4. Ongoing covid restrictions and limited face to face contact. 	
	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>Two new charters on schedule and on today's agenda; one new charter had already been postponed to April 22 and another had also now been postponed to April 22 due to capacity. Baseline data for the Stretch Outcome and two projects required.</p> <p>In terms of Issues/Risks ongoing challenges with capacity were highlighted. Specifically, there are two charters, where there were issues with moving the project forward due to either loss of the original project manager or issues with the workload of the allocated PM.</p>	
	6	As corporate parents we will ensure 95% of care experienced children and young	Graeme Simpson	Both of the revised charters had been approved & were progressing. Remaining new charter due for CPA Board in Feb 22 had been postponed to April 22.	

Topic	Discussion/Decision				Action By
Page 15		people will have the same levels of attainment in education, health and emotional wellbeing, and positive destinations as their peers by 2026.		<p>In terms of Issues/Risks the following were highlighted:</p> <ol style="list-style-type: none"> 1. Ongoing challenges with capacity. 2. Disparate nature of funding from Scottish Government in implementing The Promise. 3. Strong collaboration across agencies required to deliver on the ambitions of Plan 21-24. 4. Data collection and routine reporting not where it needed to be yet. 	
	7	95% of children living in our priority localities will sustain a positive destination upon leaving school by 2026.	Graeme Simpson	<p>Baseline data and project status for project 7.1 required, 7.2 progressing & remaining new charter on schedule for CPA Board in Apr 22.</p> <p>In terms of Issues/Risks the following were highlighted:</p> <ol style="list-style-type: none"> 1. Risks that the provision of resource if not informed by pupil aspiration was being addressed by seeking to better understand the needs of young people. 2. Pace of progress & status of projects where project updates were not submitted 	
	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	All live projects were progressing, however the remaining new charter had been postponed twice and was now due for CPA Board in Apr 22. A draft charter had been received. Baseline data for all projects required.	

Topic	Discussion/Decision				Action By
Page 16				An issue was raised in terms of securing training dates with Unicef however a meeting had now been held.	Derek McGowan, ACC
	9	30% fewer young people (under 18) charged with an offence by 2026.	Graeme Simpson	<p>Four of the six projects were live and the remaining two new charters were on today's agenda. Live projects progressing, however project updates required for projects 9.2 and 9.4.</p> <p>The following are of key activity/outcome was highlighted: Joint referrals - Multiagency survey re workforce development sessions showed high level of interest. Sessions had been scheduled for January / February and March 2022 (virtual) and there was a high level of uptake of places.</p>	
	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>7 of the 8 projects were live and majority progressing, however project updates for 10.3 & 10.4 were needed. One new charter remained outstanding and had been postponed once already.</p> <p>Derek undertook to confirm the status of project 10.4 and whether support to the PM was required.</p> <p>In relation to item 10.3 it was noted that a new PM took up post in Nov 21 and progress reporting was anticipated in light of that change.</p>	

Topic	Discussion/Decision			Action By	
Page 17				<p>With regards project 10.5, it was noted that all activity at present focused on raising awareness and it was queried whether that would achieve the aim of decreasing the number of incidents of domestic abuse reported to the Police by 15% by 2023. In response, it was advised that whilst that had been the initial focus there were other change ideas to commence.</p>	Derek McGowan, ACC
	11	<p>Healthy life expectancy (time lived in good health) is five years longer by 2026.</p>	Bryan Nelson	<p>Whilst six of the eight projects were live it was highlighted that the workload/capacity of NHSG and HSCP due to reprioritisation of workload to Operation Iris had impacted on progress of three projects, with one project paused (11.6) as a result & others (11.3 & 11.4) impacted. One new charter was on today's agenda, whilst the remaining new charter had been postponed to the Board in April 22 as a PM was only identified in Nov 21.</p> <p>Specifically, it was noted that the Vice Chair would assume the Chair for the next 3 RIS meetings due to the reprioritisation of the Chair's workload.</p> <p>It was also highlighted that following the report being issued, the current PM of project 11.3 was seeking a new PM from NHS/HSCP to lead this and had concerns about progressing the project without a wider project team and support from Public Health.</p>	

Topic	Discussion/Decision			Action By	
Page 18				<p>In relation to the redirection of H&SCP staff to Operation Iris, Michelle Cochlan highlighted that this also had an impact on the delivery of the Locality Plans as well as the LOIP projects. The Chair appreciating the pressures on NHS and HSCP also agreed that clarity on the position in terms of the capacity/timescale for resuming support and leading of projects was required. The Chair also offered to attend a meeting of RIS to discuss the projects and support required to overcome any barriers.</p>	Bryan Nelson, SFRS
	12	<p>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</p>	Simon Rayner	<p>Seven of the eight projects were live, however four had a red ragging status and three amber as result of three live projects transferring to a new PM and three projects being on hold awaiting new PM to take up post, or be identified. One revised charter had been approved, seven postponed, of which one had been submitted to ADP in Jan 22. Remaining new charter to be reported in April 22.</p> <p>Since the agenda had been published two further PMs for projects 12.5 and 12.8 had been identified and the SO overview and projects would be discussed at ADP meeting on Friday, however capacity within ADP to progress projects due to ongoing vacancy was highlighted and</p>	

Topic	Discussion/Decision				Action By
Page 19				Simon asked for partners to support and get involved in the projects Further issues in terms of data provision were highlighted on the SO Overview. and contact him directly.	All partners
	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	Jillian Evans	In terms of Stretch Outcomes 13-15, projects progressing and reporting progress, however needed to ensure data on impact of the change ideas was being provided. There was one red ragging project regarding 13.3 (community led resilience plans) due to limited project activity since revised charter approved in Sept 21.	
	14	38% of people walking and 5% of people cycling as main mode of travel by 2026.	Jillian Evans	However, Jillian advised that it had now been agreed that the project be Co-Lead between SFRS and ACC to increase progress. The project was also now tying in with existing community resilience group to prevent confusion to any community groups with two separate groups of people approaching them regarding resilience.	
	15	Addressing the nature crisis by protecting/ managing 26% of Aberdeen's area for nature by 2026	Jillian Evans	Learning from existing groups ongoing, with a view to establishing a pilot process over the next few months.	
	In terms of the 10 new charters contained at Appendix 2, it was agreed that all were ready for submission to the CPA Board on 23 February 2021, with comments on specific				

Topic	Discussion/Decision			Action By	
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 20</p>	<p>charters reflected below for the consideration of the Project Manager in advance of submission to the CPA Board.</p>			<p>Derek McGowan, ACC</p>	
	Project Ref	Project Aim	Charter Status/Comments		
	<p>1.5</p>	<p>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>Approved and following comments to be considered by the PM:</p> <ul style="list-style-type: none"> • Appreciation of the wider position/external factors and likelihood that this was an area that was going to get worse over the coming months. Therefore, it was important to have data to determine those households in, or vulnerable to, fuel poverty so that the change ideas/interventions were targeted to those households. In this regard, it was highlighted that the city voice fuel poverty data contained in the charter was helpful, but it would be beneficial if this was broken down by SIMD. • How could fuel poverty awareness and response be embedded in front line services e.g. fire staff, housing. • Need to ensure link with EPC rating, food poverty, unclaimed benefit projects etc to ensure all aligned and joined up. 		

Topic	Discussion/Decision		Action By	
Page 21			<ul style="list-style-type: none"> A number of opportunities to connect with various groups were offered by partners, for example student hardship, substance service users, Fit Like Hub and were to be explored. 	
	2.3	Support 15 care experienced young people progress to employment through public sector funded employability programmes by 2023.	Approved, however PM to rephrase paragraph regarding the average cost to the state of an unemployed person claiming benefits to provide clarity that it was highlighting general advantages for an individual and the state of people being in employment and was not in specific reference to care experienced young people alone.	Allison Carrington, SDS
	4.3	Increase uptake of parenting and family support by 10% by 2022.	Approved	
	4.4	Reduce the number of children starting P1 with an identified speech delay by 5% by 2023.	Approved and noted that a Speech and Language Therapist had joined the Project Team.	
	5.3	100% of schools offer sustainable and equitable access to counselling for those children aged 10 and above who require it by 2022.	Approved	
	5.4	100% of children and young people have free access to physical activity which improves mental health and wellbeing by 2022.	Approved	

Topic	Discussion/Decision			Action By
Page 22	9.5	Increase by 50% the number of 10 to 16 year olds in target areas of the city who access youth community activity by 2023.	Approved and recommended that SFRS become a member of the Project Team and Andrew Dick to confirm SFRS representative.	Andrew Dick, SFRS
	9.6	Reduce by 5% the number of 16/17 year olds with higher support needs offending by 2022.	Approved	
	11.7	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.	Approved	
	15.3	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).	Approved	
	<p><u>The Management Group resolved:</u></p> <ul style="list-style-type: none"> (i) to approve the recommendations; (ii) to note the position in relation to the capacity of the H&SCP at present and the subsequent impact on LOIP projects, as well as the Locality Plans; and (iii) to note the updates and current status as summarised above and specifically, to (1) note the Chair's offer to attend a meeting of the Resilient, included and Supported Group to discuss project progress and (2) request partners to consider whether they could support any of the Stetch Outcome 12 projects and contact Simon Rayner directly in this regard. 			All partners
5. North East Culture Collective	The Management Group had before it a report which presented a briefing on the North East Culture Collective (NECC) and highlighted the opportunity for collaboration on the NECC Programme Aims which aligned to the Aberdeen City Local Outcome Improvement Plan.			

Topic	Discussion/Decision	Action By
Page 23	<p>The report recommended:- that Management Group –</p> <ul style="list-style-type: none"> (a) consider the ideas for cultural interventions which had been identified so far and their potential to contribute to the various improvement aims within the LOIP; and (b) request relevant project managers/ project teams to explore potential further either by inviting a member of the NECC to discuss/ join the project team and/ or engaging with the NECC sub group in the next stage of development. <p>Speaking in furtherance of the report Stewart Aitken and Murray Dawson provided an overview of the North East Culture Collective (NECC) which was an, initial 18 month, initiative delivered by the membership of Culture Aberdeen, an independent cultural network, leading on and delivering the region's Cultural strategy in a collaborative spirit and with shared responsibility.</p> <p>Engagement with key stakeholders across Community Planning Aberdeen and communities had taken place during Nov-Dec 2021 to explore the opportunity to collaborate on areas for development that align between with the NECC Programme aims, Culture Aberdeen Strategic Plan and Aberdeen/ Aberdeenshire Local Outcome Improvement Plans (LOIP). It was recognised that the cultural interventions and ideas being tested by the NECC could support the delivery of a number of the improvement aims within the Aberdeen City LOIP. The project teams delivering these aims provided a space for NECC and CPA collaboration on the shaping and testing of ideas which we believed collectively would lead to improvement. Appendix 1 set out some of the ideas which had been identified so far following stakeholder engagement.</p> <p>Partners welcomed the presentation and the opportunity to collaborate on improvement activity to support the development of the LOIP aims. In this regard, many improvement aims that aligned to the current identified areas were highlighted and it was agreed that it would be beneficial for a mapping to be done to support the connection of the projects with Culture Aberdeen to ensure that potential collaboration was not lost.</p>	

Topic	Discussion/Decision	Action By
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 24</p>	<p>It was also highlighted that it would be beneficial for all funding streams into the city to be co-ordinated to enable the impact to be maximised as this would remove duplication and encourage groups to apply as the system would be easier and reduce the resource required from making multiple different applications to different funding streams.</p> <p><u>The Management Group resolved:</u></p> <ul style="list-style-type: none"> (i) to note the ideas for cultural interventions which had been identified so far and their potential to contribute to the various improvement aims within the LOIP; and (ii) to request Michelle Cochlan to undertake a mapping of the LOIP projects that could align to and benefit from contribution from NECC and thereafter co-ordinate contact between the respective Project Managers and NECC to discuss the potential for collaboration with NECC to shape and test ideas to support achievement of the respective aims. 	Michelle Cochlan, ACC
Fairer Aberdeen Fund Annual Report 2020-21	<p>The Management Group had before it a report which presented the Fairer Aberdeen Fund Annual Report 2020-21, at Appendix 1, detailing progress and achievements over the year.</p> <p>The report recommended:- that Management Group –</p> <ul style="list-style-type: none"> (a) note the Annual Report for 2020-21 at Appendix 1 and advise the Fairer Aberdeen Board of any comments and agree that this be submitted to the CPA Board on 23 February 2022; and (b) note the promotion of the report and agree that partners cascade the report widely within their respective organisations. <p>The Management Group commended the report and the outcomes achieved. In this regard, the Group highlighted the importance of promoting the outcomes and encouraged all to escalate it throughout their respective organisations. It was also noted that ACVO would soon have a post that could support story telling and communication to our communities and that it would be beneficial to tie in with them on ways to promote both the funding available through Fairer Aberdeen, but also the outcomes achieved.</p>	

Topic	Discussion/Decision	Action By
	<p><u>The Management Group resolved:</u> to approve the recommendations.</p>	Derek McGowan/Susan Thoms, ACC
<p>7. Child Friendly Cities</p> <p>Page 25</p>	<p>The Management Group had before it a report which provided an update on our current progress in regard to the Unicef Child Friendly City programme and outline our next steps.</p> <p>The report recommended:- that Management Group –</p> <ul style="list-style-type: none"> (a) approve draft Action Log Frame in principle; (b) continues to endorse our Child Friendly City work, promoting children’s rights and engages with relevant training opportunities; (c) receive future progress reports and monitor actions where necessary; and (d) note next steps. <p>Matt Reid advised that the draft Log Frame had been submitted to Unicef for initial feedback and that written feedback was expected by the beginning of February and thereafter that Unicef would attend the CFC partnership group meeting in February 2022 to offer verbal feedback to badge leads. Given the timescales for feedback, it was unlikely that an updated version of the draft Action Log would be available in advance of the Board meeting on 23 February 2022.</p> <p><u>The Management Group resolved:</u> to approve the recommendations.</p>	Matt Reid, ACC
<p>8. Community Planning Budget 2021/22 – Q2 Budget Monitoring Report</p>	<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 October 2021 to 1 December 2021.</p> <p>The report recommended:- that Management Group note Community Planning Aberdeen Budget’s performance during quarter 3 of 2021/22.</p>	

Topic	Discussion/Decision	Action By
	<p>Speaking in furtherance of the report, Michelle Cochlan advised that since the report had been issued notification of £99 having been spent by the Civic Forum had been received and this would be reflected in the next quarterly report.</p> <p><u>The Management Group resolved:</u> to approve the recommendation and note the verbal update.</p>	
9. 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>	
10. 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>	
11. Date of Next Meeting	<p>The Management Group noted that its next meeting would be held on 23 March 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: 26 January 22/ CPA Board 23 February 22	
CPA Improvement Programme Quarterly Update	Allison Swanson (ACC)
CPA Quarterly Budget Monitoring Report Q3 (Management Group only)	Michelle Cochlan (ACC)
Child Friendly City	Matt Reid (ACC)
North East Culture Collective (Management Group only)	Stewart Aitken (Culture Aberdeen)
Fairer Aberdeen Fund Annual Report	Derek McGowan (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)
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)
100% of children and young people have free access to physical activity which improves mental health and wellbeing by 2022.	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	
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)
Place Project Charters	
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)

Title of report	Contact Officer
Economy Project Charters	
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)
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)
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)
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)
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)
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)
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.	Gale Beattie (ACC)
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)
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)

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



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 February 2022
Governance Group	CPA Board – 23 February 2022

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
<p>BACKGROUND</p> <p>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.</p> <p>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.</p> <p>1.3 The Community Planning Aberdeen Outcome Management and Improvement Framework sets out how CPA ensures effective, systematic and collaborative scrutiny of progress towards the achievement of outcomes within the LOIP. 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.</p>

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**, **at risk**, 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 83% of revised charters now approved. Appendix 1 details the continuing projects where revised charters are still required to be approved. On the basis of the Improvement Programme, all of the continuing projects were scheduled to be reviewed by December 2021, however 7 revised charters still require to be approved.
- 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. 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. Locality Leads are actively working with the Locality Empowerment Groups and Priority Neighbourhood Partnerships to identify community connectors to work with the respective LOIP projects to take forward the community ideas in the localities. Opportunities to become a connector are being actively promoted and where a connector is to be identified, the Locality Leads will act as the connector in the meantime.

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, as well as a project ragging to show whether overall they are **on track**, **at risk**, or **off track** and highlighting any issues/risks and proposed mitigation.

Project Progress Scale	
0	Project on hold
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 CASE STUDIES

3.1 This report includes three case studies, one for a project under each of the economy theme Stretch Outcomes. Each case study tells the story of the project – the changes they've tested, as well as the outcomes and impact to date. Project 1.1 has now achieved its aim and will continue to monitor progress over the next few months to ensure the improvement is sustained and thereafter will submit a project end report.

3.2 The Project Managers for each of the case study projects will be in attendance at the meeting to speak to their respective case studies.

4 NEW PROJECT CHARTERS

4.1 This report includes 10 of the 17 project charters which are due to be submitted to the CPA Board, as per the CPA Improvement Programme 2021-23. See Appendix 3 for new project charters. The remaining new charters scheduled have been postponed as detailed at Appendix 1.

5 NEXT STEPS

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

5.2 Project 1.1 will continue to report on progress to ensure improvement is sustained and thereafter submit a project end report.

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) consider the issues highlighted in the Stretch Outcome overviews and improvement projects with a red (off track) ragging as contained at Appendix 1 and determine any mitigating actions required;
- iii) consider the spotlight case studies on three of the economy theme projects as contained at Appendix 2, noting that project 1.1 had now achieved its aim and agree that these be promoted across the Partnership and on the CPA website and social media;
- iv) approve the new charters included at Appendix 3 for initiation;
- v) approve the proposed rescheduling of the 7 new charters, as detailed at Appendix 1, which were due to be submitted but have been postponed; and
- vi) 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 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

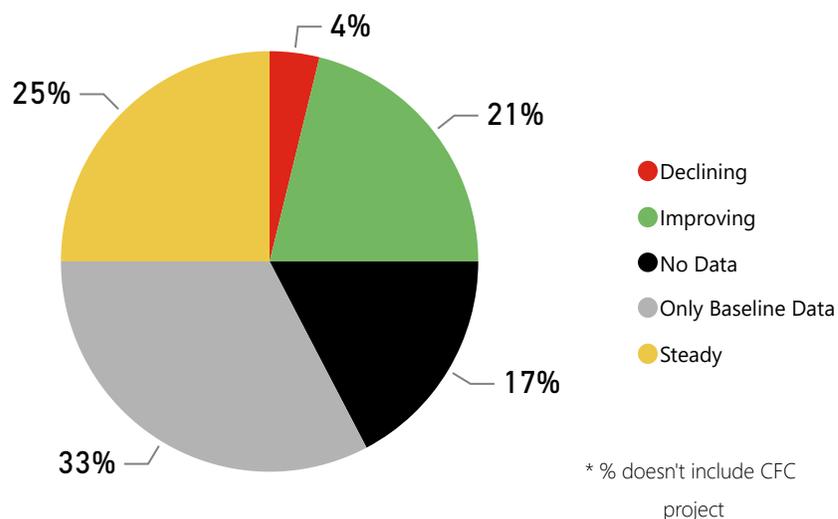
No. of LOIP Project Aims	No. of New Charters Due	No. of New Charters Received	No. of Live Projects	% of Revised Charters Approved	No. of Revised Charters Postponed	Months Since LOIP Published
75	17	10	53	83	7	7

Overview of Progress by Outcome Improvement Group

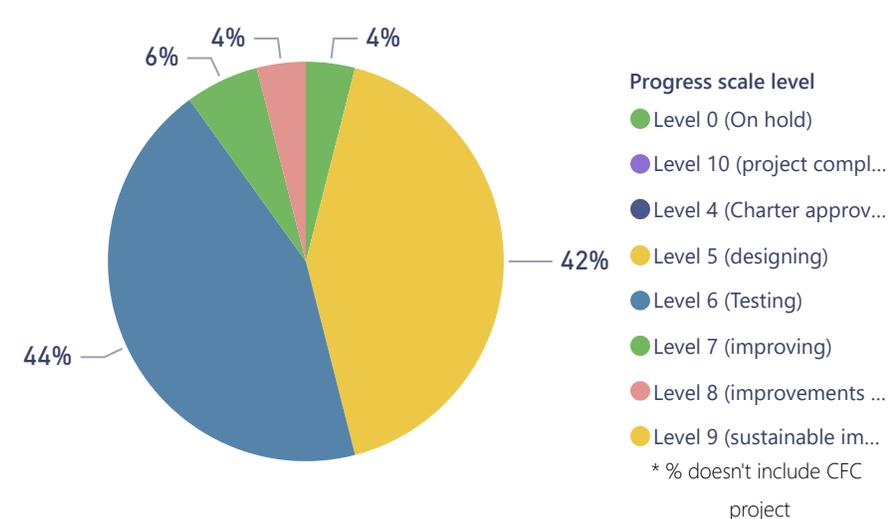
OIG	No of. New Projects	No. of New Charters Approved	No. of New Charters Due	No. of New Charters Submitted	No. of Continuing Projects	No. of Revised Charters Approved
Anti-Poverty	5	3	2	1	1	1
Aberdeen Prospers	4	1	2	1	5	5
Children's Services Board	16	5	9	6	10	9
Community Justice	3	2	1	0	5	5
Resilient, Included & Supported	4	2	2	1	4	4
Alcohol and Drugs Partnership	1	0	0	0	8	2
Sustainable City	1	0	1	1	7	7
Total	34	13	17	10	40	33

* No. of live projects 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 1-8: Current Status

Overall Rag Key



On track



Off track



At risk

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	4	50	100	●	2 new charters due, 1 submitted for approval and 1 not. Change in PM to ensure remaining charter is submitted in April. Revised charter approved and aim achieved.
2	400 unemployed Aberdeen City residents supported into Fair Work by 2026.	●	4	2	100	100	●	New project charter due submitted and 100% of continuing charters revised. Further remaining new charter postponed to April 22 as agreed by Board.
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	0	100	●	All live project charters have been revised, however progress status of 3 projects is required and the remaining new charter has not been submitted.
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	100	50	●	Revised charter for live project 4.1 was due in Dec 21 and has been postponed again to March 22. 2 new charters on today's agenda. Following Feb 22 Board meeting, all projects will be live. 4.2 is on hold due to Mar 22 due to redirection of PM & baseline data for this project required.
5	90% of Children and young people will report that their experiences of mental health and wellbeing have been listened to by 2026.	●	6	2	67	N/A	●	2 new charters on schedule & on today's agenda; 1 new charter had already been postponed to Apr 22 and another has also now been postponed to Apr 22 due to capacity. Baseline data for the Stretch Outcome & two projects required.
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	0	100	●	Both of the revised charters have been approved & progressing. Remaining new charter due for CPA Board in Feb 22 has been postponed to Apr 22.
7	95% of children living in our priority localities will sustain a positive destination upon leaving school by 2026.	→	3	2	N/A	100	●	Baseline data & project status for 7.1 required, 7.2 progressing & remaining 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	3	0	N/A	●	All live projects progressing, however remaining new charter has been postponed twice and now due for CPA Board in Apr 22. Baseline data for all projects required.

Page 34

Trend Key:



Improving



Declining



Steady



Baseline data only



No data

Stretch Outcomes 9-15: Current Status

Overall Rag Key



On track



Off track



At risk

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
9	30% fewer young people (under 18) charged with an offence by 2026.	→	6	4	100	100	●	Remaining 2 new charters on agenda. Live projects progressing, however project updates required for 9.2 and 9.4.
10	25% fewer people receiving a first ever Court conviction and 2% fewer people reconvicted within one year by 2026	↑	8	7	0	100	●	7 of the 8 projects are live and majority progressing, however project 10.4 needs to provide progress update and 1 new charter remains outstanding and has been postponed once already.
11	Healthy life expectancy (time lived in good health) is five years longer by 2026.	↓	8	6	50	100	●	Workload/capacity of NHSG and HSCP due to reprioritisation of duties impacting on projects, with 1 project paused as a result & others impacted. 1 new charter on schedule & remaining new charter postponed as a PM was identified in Nov 21.
12	Rate of harmful levels of alcohol consumption reduced by 4% and Drug related deaths lower than Scotland	↑	9	8	N/A	25	●	5 of the live projects are transferring to new PMs and 1 is on hold awaiting new PM to take up post. 2 revised charters approved, 6 postponed & now due in Feb 22. Remaining new charter to be reported in April.
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	●	Projects progressing and reporting progress.
14	38% of people walking and 5% of people cycling as main mode of travel by 2026.	→	2	2	N/A	100	●	Projects progressing and reporting progress.
15	Addressing the nature crisis by protecting/ managing 26% of Aberdeen's area for nature by 2026	●	3	2	100	100	●	Projects progressing and reporting progress. Remaining new charter on today's agenda.

Page 25

Trend Key:



Improving



Declining



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	Overall RAG
→	6	4	2	1	100	●

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	New/Revised Project Charter Due	Locality Link	Current progress scale	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	N, S & C	8	●	20% aim achieved, project progressing to ensure sustainable improvement & project end report to come thereafter. See case study & key outcomes/activity.
1.2	<u>Reduce by 50% the number of homes with an EPC rating of F&G by 2023, leading to 100% by 2026.</u>	●	Nov 21	S	5	●	Charter approved by Board in Nov 21. Change ideas being designed for testing to commence soon.
1.3	<u>Ensure 100% of people presenting as homeless have a full financial assessment and access to all appropriate benefits by 2023.</u>	●	Nov 21	None	5	●	Charter approved by Board in Nov 21, however the project has stalled due to staffing shortages & increase demand on PM's service - aiming to start testing mid Feb 22.
1.5	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.	●	01/02/2022	N, S & C	3	●	New charter on today's agenda.
	Increase the uptake of unclaimed benefits across Aberdeen City by 2023.	●	Feb 22 Postponed to Apr 22	N, S & C	3	●	Charter due and has been postponed. Initial PM had not provided an update on status or attended QI training. New PM now in place; draft charter prepared & to come to Board in April.

Page 36

Key Outcomes/Activity

Highlights/Key Outcomes for this period

1.1 20% aim achieved from April 21 baseline of 487. Total pantry membership is now at 620 (as at Jan 22) and between Jan 21 & Jan 22 total membership increased by 115%. Data for Woodside pantry for Nov 21 is still awaited. Since Dec 20 total membership of CFINE pantry has increased each month & is now up to 379 members. This is despite a full review of current members as there had been some not turning up. After assessment it came to light that in most cases it's because the beneficiaries do not need the service anymore. This is a positive move. Mobile pantry launched in Aug 21 has seen membership increase each month and as of Jan 22 was at 42 with the service available in Middlefield, Tillydrone, Kincorth & Mastrick / Sheddocksley.

Key Issues/Risks

1.1 Food supply for food pantries, increased membership requires greater food provision.

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	Overall RAG
	4	2	1	1	100	

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	New/Revised Project Charter Due	Locality Link	Current progress scale	Project Progress RAG	Summary and Reason for RAG
Page 37	2.1 <u>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.</u>		Oct 21	N, S & C	8		Aim of 5% increase year on year achieved for 2021 & 2022 with 65 employers (as at Feb 22) headquartered in the City now being Real Living Wage accredited, an increase of 33% since January 2021. See case study for key achievements.
	2.2 <u>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.</u>		Nov 21	N, S & C	6		Project progressing and data showing improvement - see key highlights section.
	2.3 Support 15 care experienced young people progress to employment through public sector funded employability programmes by 2023.		Feb 22	N	3		New charter on today's agenda.
	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	N, S & C	2		CPA Board agreed to postpone the charter to April 22 due to PM being unavailable to progress project at this time and alternative resource not available.

Key Outcomes/Activity

Highlights/Key Outcomes for this period

2.1 Aim of 5% increase year on year achieved for 2021 & 2022 with 65 employers (as at Feb 22) headquartered in the City now being Real Living Wage accredited, an increase of 33% since January 2021.

2.2 Start up businesses - 27 referrals of individuals in receipt of universal credits who are investigating starting a business since the start of the programme with 7 individuals starting a business which either takes them off universal credits or significantly reduces their universal credits.

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	Overall RAG
	5	4	1	0	100	

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	New/Revised Project Charter Due	Locality Link	Current progress scale	Project Progress RAG	Summary and Reason for RAG	
Page 38	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	N, S & C	7		Responsible business event held in Nov 21 with 100% polled indicating interest in working closely with CPA. See key activity/outcomes & case study
	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	N, S & C	6		Baseline data to be provided and clarity on testing activity and locality required.
	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 & Dec 21	None	5		Revised charter approved. Project update on progress to be provided.
	3.4	<u>Increase the number of Modern and Graduate Apprenticeships by 5% by 2022.</u>	→	Oct 21	N & C	5		Project update on progress to be provided; no detail of project activity at this time.
		80% of young people will successfully complete their Modern Apprenticeship programme by 2022.	●	Feb 22 Postponed to Apr 22	N & S	2		New charter due, but has been postponed to April 22.

Key Outcomes/Activity

Highlights/Key Outcomes for this period

3.1 Responsible businesses working with CPA - The Aberdeen Responsible business mini conference took place (virtually) on the 25th of November, with 100% of those polled indicating an interest in working more closely with CPA. The number of businesses working with CPA through Community Benefits and CSR activity has increased from 7 to 15 from September to December 2021.

Key Issues/Risks

1. Pace of progress & progress status of live projects where project updates are not submitted

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	2	2	50	1	●

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	New/Revised Project Charter Due	Locality Link	Current progress scale	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 Posptoned to Jan 22 & again to March 22	None	5	●	Revised charter due to CSB in Dec 21, & has now been postponed twice & will now go to CSB meeting in March. Despite delay, data is showing a positive trajectory.
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	None	0	●	Baseline data to be provided. Team were making progress, but impacted by limited face to face delivery and capacity. Project now on hold until March 22 due to redirection of PM - see update for detail.
4.3	Increase uptake of parenting and family support by 10% by 2022.	●	Feb 22	S & C	3	●	New charter on today's agenda.
4.4	Reduce the number of children starting P1 with an identified speech delay by 5% by 2023.	●	Feb 22	None	3	●	New charter on today's agenda.

Page 39

Key Outcomes/Activity

Highlights/Key Outcomes for this period

1. Potential new funding streams have been identified to support 4.1 that sit across a number of improvement projects. Work to bring these together and advance these was agreed at the CSB on 10/1/22.

Key Issues/Risks

1. Staff capacity
2. Pace of progress & status of projects where project updates are not submitted

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	Overall RAG
	6	2	3	2	

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	New/Revised Project Charter Due	Locality Link	Current progress scale	Project Progress RAG	Summary and Reason for RAG
Page 40	5.1 <u>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.</u>		Nov 21	N, S & C	5		New PM appointed in Jan 22 - changes being designed & baseline data to be provided.
	5.2 <u>Increase by 80% the use of digital wellbeing resources for children and young people's mental health and wellbeing by 2022.</u>		Nov 21	N & C	5		Charter approved by CPA Board on 30 Nov. Baseline data to be provided.
	5.3 100% of schools offer sustainable and equitable access to counselling for those children aged 10 and above who require it by 2022.		Feb 22	None	3		New charter on today's agenda.
	5.4 100% of children and young people have free access to physical activity which improves mental health and wellbeing by 2022.		Feb 22	N, S & C	3		New charter on today's agenda.
	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 - Postponed to Apr 22	None	2		Charter postponed to CPA Board in Apr 22 due to capacity challenges within school nursing who have been identified to lead on this at a critical level. There is no capacity elsewhere in the system for anyone else to lead on this.
	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 Apr 22	None	2		Project initiation delayed until Apr 2022 due to maternity leave.

Key Outcomes/Activity

Highlights/Key Outcomes for this period

Key Issues/Risks

No Key Issues/Risks

1. Ongoing challenges with capacity. Specifically, there are two charters, where there are issues with moving the project forward due to either loss of the original project manager or issues with the workload of the allocated PM.
2. Baseline data required for Stretch Outcome and projects

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	Overall RAG
➔	3	2	1	0	100	●

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	New/Revised Project Charter Due	Locality Link	Current progress scale	Project Progress RAG	Summary and Reason for RAG
6.1 Page 41	<u>Increase the number of care experienced young people accessing a positive and sustained destination by 25% by 2022</u>	➔	Oct 21	S	7	●	Project progressing, national benchmarking data for 20/21 is showing a positive trend, however, the data won't be published until Feb 2022.
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>	↑	Dec 21	None	6	●	Revised charter approved in Dec 21 - project update reporting to recommence
	Increase the number of care experienced young people by 10% receiving multiagency throughcare/aftercare support by 2023.	●	Feb 22 Postponed to Apr 22	None	2	●	Project Charter postponed to CPA Board in April 22

Key Outcomes/Activity

Highlights/Key Outcomes for this period

1. Focus on reducing use of restriction and restraint across agencies and promoting alternative, trauma-informed practices.
2. Embedding the voice of care-experienced across activity of the group.
3. Increased focus on protecting relationships between brothers and sisters/sibling-like relationships.
4. Charter 6.2. addressing the 'balance of care' refreshed and project team established.
5. Positive upward trend of care experienced young people achieving positive destinations - national benchmarking data for 20/21 is showing a positive trend, however, the data won't be published until Feb 2022.

Key Issues/Risks

No Key Issues/Risks

1. Staff capacity
2. Pace of progress & status of projects where project updates are not submitted

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	% of Revised Charters Approved	Overall RAG
→	3	2	0	100	●

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	New/Revised Project Charter Due	Locality Link	Current progress scale	Project Progress RAG	Summary and Reason for RAG
7.1	<u>Increase the number of accredited courses directly associated with growth areas by 7% by 2023.</u>	●	Oct 21	S	6	●	New PM in place. Baseline data required. Change ideas being progressed see key activity/outcomes.
7.2	<u>Increase the number of vulnerable learners entering a positive and sustained destination by 7% by 2023.</u>	●	Nov 21	N & S	6	●	New charter approved by CPA Board on 30 Nov. Project progressing see key activity/outcomes.
	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	None	2	●	Project Manager in place; draft charter developed.

Page 42

Key Outcomes/Activity

Highlights/Key Outcomes for this period

- Partners are working to explore the desired pathways of young people to inform the curricular offering to be made from schools and partners from August 2022. Designing the offer around the needs and aspiration of young people is more likely to help realise improvement in attainment. Partners are also reviewing the Reform Consultation to ensure that the views of our communities inform national decision making. Work to review the curriculum continues with papers being developed to consider future structures to help further develop the City Campus model. Work is also progressing to consider what a classroom of the future may look like to ensure that our use of new technology is rethought.
- A second Learner Pathway event, Lift Off & Grow 2022 will take place in June 2022. Pilot projects for new courses are being planned across Northfield and St. Machar Academies with launch in June 2022.
- A relatively new DYW Board is in place with new chairmanship. The group are currently setting ambitious plans for the future.
- Partners collaborated on the SDS return inspection and feedback of our partnership activity was extremely positive.
- Vulnerable Learners (Upstream): 163 students have taken part in the Upstream survey so far with 18% at high risk of homelessness. Wellbeing scores were of particular risk with 21% reporting high risk with a further 69% at amber. However, the risk of disengagement was low at only 3%.

Key Issues/Risks

- Risks that the provision of resource if not informed by pupil aspiration is being addressed by seeking to better understand the needs of young people.

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	Overall RAG
●	4	3	1	0	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	Locality Link	Current progress scale	Project Progress RAG	Summary and Reason for RAG	
Page 43	8.1	Achieve UNICEF badges in: - Cooperation & Leadership - Culture - Communication - Place - Child Friendly Services - Participating		N/A	S		●	Progress ongoing - see separate report on today's agenda.
	8.2	<u>Increase to 100% of staff working directly and indirectly with children who have received child friendly city training by 2023.</u>	●	Nov 21	None	5	●	New charter approved by CPA Board on 30 Nov and project progressing. Baseline data on ACC staff numbers being sought from HR.
	8.3	<u>Increase by 50% the number of communications which are accessible to children and young people by 2023.</u>	●	Nov 21	C	5	●	New charter approved by CPA Board on 30 Nov & project designing ideas. Baseline data to be provided.
		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 & again to Apr 22	None	3	●	New charter postponed twice, but initial charter drafted and will be submitted for April 22 Board.

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	Overall RAG
→	6	4	2	2	100	●

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	New/Revised Project Charter Due	Locality Link	Current progress scale	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	N	5	●	Revised charter approved by CSB Dec 21 - project update reporting to recommence
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	None	5	●	Project update required.
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>	↑	Oct 21	None	6	●	Project progressing - see key activity/outcomes.
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	N, S & C	6	●	Project update required, new interim PM appointed.
9.5	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	N, S & C	3	●	New charter on today's agenda.
9.6	Reduce by 5% the number of 16/17 year olds with higher support needs offending by 2022.	●	Feb 22	None	3	●	New charter on today's agenda.

Page 44

Key Outcomes/Activity

Highlights/Key Outcomes for this period

9.3. Joint referrals - Multiagency survey re workforce development sessions shows high level of interest. Sessions have been scheduled for January / February and March 2022 (virtual) and there is a high level of uptake of places.

Key Issues/Risks

1. Staff capacity
2. Pace of progress & status of projects where project updates are not submitted

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	Overall RAG
8	7	1	0	100	

Project Aim Status

Key Outcomes/Activity

10.6 Online information session held on 8th December with NESCOL students as a method of increasing young people's awareness of local domestic abuse support services. 40 students attended – 38 had access to and used Slido. By the end of the session, 100% advised that they were aware of local support services and 98% could identify a local DA support service. This showed an increase in awareness by students of local support services of 66%. 100% stated that their knowledge of domestic abuse has increased.

Key Issues/Risks

1. Staff capacity
2. One charter postponed due to multiple demands and projects on project lead
3. Pace of progress & status of two live projects where project updates are not submitted

Live Project Ref.	Project Aim	Aim Trend	New/Revised Project Charter Due	Locality Link	Current progress scale	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	None	7		Change ideas showing continued improvement and annual data being collected to evaluate whether aim has been achieved.
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 22.</u>	↑	Oct 21	N	6		Project progressing and in 2021 saw 11 referrals from HMP Grampian, status of the referrals being studied at present.
10.3	<u>Reduce the number of wilful fires by 10% by 2022</u>	↑	Aug 21	None	5		New PM for project in Nov 21; progress impacted by restrictions and change in PM but progress recommencing.
10.4	<u>100% increase in hate crimes reported to police by 2023.</u>	●	Oct 21 Postponed to Dec 21	C	5		No project activity reported since LOIP refresh. Revised charter approved by CJG subject to changes being made. Final revised charter to be submitted and update to be provided.
10.5	<u>Decrease the number of incidents of domestic abuse reported to the Police by 15% by 2023.</u>	●	Oct 21	N	6		Project progressing - funding has been secured for Safe and Together model implementation.
10.6	<u>Increase by 15% victims of domestic abuse receiving support by 2022.</u>	●	Nov 21	C	6		Project progressing - see key outcomes.
10.7	<u>Increase by 10% the number of clients who access assessment/support/treatment/services in relation to mental health issues:</u> <u>- in Police custody</u> <u>- on a community disposal</u> <u>- in HMP Grampian by 2023.</u>	●	Nov 21	None	5		Charter approved by Board in Nov 21. Baseline data to be provided.
	<u>Reduce the number of drug related deaths occurring within 6 months of liberation from custody from 10 to zero by 2023.</u>	●	Nov 21 Postponed to Feb & Apr 22	None	2		New Charter has been postponed twice & now to be submitted for CPA Board in Apr 22.

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	Overall RAG
↓	8	6	2	1	100	●

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	New/ Revised Charter Due	Locality Link	Current progress scale	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	N, S & C	6	●	Project progressing see key activity/outcomes. Systems to ensure impact of change ideas can be measured are 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, Nov & Dec 21	N & C	6	●	Project progressing.
11.3	<u>Support 100 people to feel confident to promote wellbeing and good health choices by 2023.</u>	●	Oct 21	N, S & C	6	●	Wellbeing and good health choices workshops planned for Feb 22, but due to the refocus of work due to Covid and Winter Pressures it is anticipated that this workshop will be rescheduled.
11.4	<u>Reduce tobacco smoking by 5% overall by 2023</u>	↑	Oct 21 Postponed to Nov 21 Postponed to Dec 21	N & C	6	●	No progress since revised charter approved. PM is seeking input from Public Health & for them to takeover as PM in order to progress change ideas.
11.5	<u>Reduce youth homelessness by 6% by 2023.</u>	●	Nov 21	None	5	●	Community Hosting Contract now awarded & Business Case for Housing Options role consultation ended
11.6	<u>Increase the number of unpaid carers feeling supported by 10% by 2023.</u>	●	Nov 21	N & S	0	●	Project on hold as PM diverted to winter pressures project and unable to progress. New PM to commence in March.
11.7	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	N, S & C	3	●	New charter on CPA Board agenda.
	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 Postponed to Apr 22	N & C	2	●	PM confirmed in Nov 21, charter postponed to Apr 22 Board meeting to enable PM to develop Team and charter. PM unable to progress until 15/2/22 - April may not be achievable.

Page 46

Key Outcomes/Activity

11.1 - Reducing suicide - data showing an improvement. In 2021, 32 Introduction to Suicide Prevention sessions were delivered to 708 staff and volunteers from groups and organisations in Aberdeen, with an additional 115 people from the City attending our Grampian-wide offering. The Team's focus on at risk/hard to reach groups has seen a 'Changing Room' programme launched by Aberdeen FC Community Trust and uses the power of football to help support men aged 30-64 improve their mental wellbeing. Read about the programme at http://www.shmu.org.uk/sites/all/libraries/pdf.js/web/viewer.html?file=/sites/default/files/magazines/seaton_scene_winter_2021_web_1.pdf Suicide prevention video developed and will be promoted in Feb 22.

Key Issues/Risks

1. Workload capacity - NHSG & HSCP are on emergency footing (Operation Iris) with specific areas being prioritised. As such staff have been rediverted to these priorities and ability to support/progress the RIS Group and LOIP projects impacted. Chair of RIS also diverted.
2. 11.4 Reduce tobacco smoking - PM has concern re sufficient project team to progress change ideas and is seeking input & leadership from Public Health. Also potential impact if NHS do not progress smoking cessation app
3. 11.6 Unpaid Carer Support - unable to progress as PM has been redirected to prioritisation for winter pressures - Operation Iris.

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

Overall Progress

No. of LOIP projects	No. of Live projects	No. of New Charters Due	% of Revised Charters Approved	No. of Revised Charters Postponed	Overall RAG
9	8	0	25	6	

Key Outcomes/Activity

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	New/ Revised Charter Due	Locality Link	Current progress scale	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 (incl Universal, Selective & Indicated Prevention support) by 23.</u>		Sep 21 Postponed to Jan 22	None	6		Revised charter approved. 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	5		Replacement PM still to be confirmed, however an interim PM has been identified to review the charter & progress project meantime.
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 Postponed to Jan & Feb 22	N	5		New PM appointed in Nov 21; revised charter postponed to enable new PM to review.
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 Postponed to Jan & Feb 22	None	5		New PM appointed in Nov 21; revised charter postponed to enable new PM to review. New PM considering data as 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 Postponed to Feb 22	N & C	5		New PM confirmed in Jan 22 and now reviewing charter; revised charter postponed to enable new PM to review
12.6	<u>Reduce the incidence of fatal drug overdose through innovative developments and by increasing the distribution of naloxone by 10% year on year by 2022.</u>		Sep 21	S	6		Project reviewing activity and data presented to ensure reflective of activity.
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; Jan & Feb 22	C	5		New PM appointed in Nov 21; revised charter postponed to enable new PM to review.
12.8	<u>Increase uptake of drug treatment and specifically within Locality Areas by 10% each year by 2023.</u>		Dec 21 Postponed to Feb 22	N & C	5		New PM confirmed in Jan 22 and now reviewing charter; revised charter postponed to enable new PM to review. However, referrals to the Prevention Team for discussion are continuing & between July-Dec 21 no. of referrals has shown a positive trend.
	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	N & C	2		PM in place and on schedule for reporting in April 22

Highlights/Key Outcom...

Key Issues/Risks

1. Capacity within ADP to progress on projects due to ongoing vacancy, of the 8 projects 2 have a revised charter approved & project team support required.
2. 1 of the live projects still requires a PM to be confirmed
3. Provision of ABI data
4. Data issue for projects 12.5 & 12.8 as reporting function on No. of People accessing Alcohol/Drug Services in Localities is not set up in new system yet.
5. Pace/status of progress due to new PMs in Nov 21 & Jan 22.

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	% of revised charter approved	Overall RAG
↑	3	3	0	100	●

Key Outcomes/Activity

13.1 - Reducing Public Sector Emissions - There are now 54 Green Champs (as at Jan 22) across ACC and the NHS Grampian examining areas of improvement around sustainability. This is a 74% increase since Jan 21.

13.2 - Reducing Waste – There are now 38 product libraries (as at Jan 22) located across the city and are open for the public to collect Reusable menstrual products. This is a 138% increase since Sept 21

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	New/ Revised Charter Due	Locality Link	Current progress scale	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	None	6	●	Project actively testing with Green Champions in ACC and now in NHSG and data on tests showing improvement. Data on impact of interventions required.
13.2	<u>Reduce the generation of waste in Aberdeen by 8% by 2023.</u>	→	Sep 21	C	6	●	Project actively testing. Data from April 21 showing a monthly increase in no. of reusable menstrual product libraries. Project to provide data on waste saved as a result of changes.
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	N & C	6	●	Limited project activity since revised charter approved in Sept 21. Project now being Co-Lead to increase progress. Project tying in with existing community resilience group to prevent confusion to any community groups with two separate groups of people approaching them regarding resilience. Learning from existing groups ongoing, with a view to establishing a pilot process over the next few months.

Key Issues/Risks

1. Pace of progress & status of project 13.3 (community led resilience plans)

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	% of Revised Charters Approved	Overall RAG
➔	2	2	0	100	●

Key Outcomes/Activity

Highlights/Key Outcomes for this period

14.2 - 80 People attended staff driving/cycling awareness training across Nov 21 and Jan 22. 46 bike lights were distributed between 11 Oct & 31 Dec 21.

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	New/ Revised Charter Due	Locality Link	Current progress scale	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	N & C	6	●	Project actively testing and connecting with communities.
14.2	Increase % of people who cycle as one mode of travel by 2% by 2023.	➔	Oct 21	N, S & C	6	●	Project actively testing and connecting with communities.

Page 49

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	1	1	100	

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	New/ Revised Charter Due	Locality Link	Current progress scale	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	N, S & C	6		Testing ongoing but impacted by winter.
15.2	<u>Increase community food growing in schools, communities and workplaces by 12 2023.</u>	→	Oct 21	N, S & C	6		Testing ongoing and food growing website being developed to go live in early 2022.
	At least 23 organisations across all sectors in Aberdeen pledging to manage at least 10% of their land for nature by 2023 (23BY23) and at least 26% by 2026 (26BY26).		Feb 22	S	3		New charter on today's agenda.

Key Outcomes/Activity

1. Biodiversity workshop held in December and follow up on workplace food growing being held on 27 January 22

Key Issues/Risks

No Key Issues/Risks for this period

Improvement Project Key

Overall Rag Key  **On track**  **Off Track**  **At Risk**

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

Project Progress Scale	Description
0	Project on hold
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

Page 51

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Community Food Pantries: Increasing Access to Affordable Food



What are we trying to achieve?

We are aiming to reduce food poverty and increase access to affordable food by increasing membership of community pantries which provide a more dignified and sustainable alternative to foodbanks.

How are we doing this?

Through our multi agency improvement project we are testing the following improvements:

- Targeted support to people receiving emergency food parcels to help them to become pantry members
- A booking system to help remove any barriers from stigma & ensure COVID restriction protocols in place to keep all safe
- A mobile pantry to increase access to affordable food across the city
- Opportunities & support for volunteers to manage the pantries

What have we achieved?

- **115%** increase in total pantry membership between January 2021 & January 2022



- **188%** increase in pantry volunteers since Jan 2021
- Since Dec 2020 total membership of the CFINE pantry has increased each month & is now up to **379** members.
- Since Aug 2021, targeted support has led to **8** beneficiaries move from emergency food parcels to pantry members
- As of Jan 2022, the mobile pantry has **42** members and available in **5** neighbourhoods

What impact have we had?

“The Pantry is brilliant, such value for money. You pay £2.50 and leave with over £20 of food. I tell all my friends to join. Even with the new system, it is great, I feel really safe and everything is done so well with the one way system, but it’s a shame we aren’t allowed in the coffee bar, I really miss that. “



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Real Living Wage: Joining Forces to Alleviate In-Work Poverty



What are we trying to achieve?

We are aiming to alleviate in-work poverty by increasing the number of employers in the city paying the Real Living Wage (RLW), meaning that low-income employees will benefit from a pay rise.

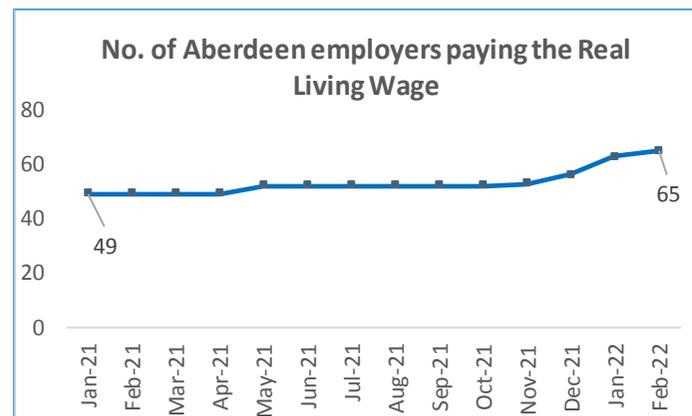
How are we doing this?

Through our multi agency improvement project we are testing the following improvements:

- Engaging with accredited employers to promote the Real Living Wage & encouraging their peers to become accredited employers
- Articles in community newsletters to highlight benefits of Real Living Wage
- Working with public sector to highlight opportunities within public sector procurement of Real Living Wage accreditation
- Living Wage Week event held to attract more employers
- Connecting with the Third Sector to understand key issues and barriers to payment of Real Living Wage

What have we achieved?

- **65** Real Living Wage accredited employers in the City, an increase of **33%** since January 2021



- **86.6%** of Aberdeen's working population being paid the Real Living Wage, a 4.6% increase since 2016
- **80%** of all Living Wage employers believe it's enhanced the quality of the work of their staff
- Locally accredited employers include **Aberdeen City Council, ACVO, University of Aberdeen**, and the global energy services company, **Wood** – with more seeking to start their journey



What impact have we had?

"As an events business, one of the main challenges is recruiting and by becoming accredited I was able to show that a small hospitality business like ours is able to pay a genuine living wage to everyone in the team. Ultimately, becoming an accredited Living Wage employer has helped us to find great talent and it shows we care about the team by paying a fair wage. It has also helped us win business from like-minded clients who understand what it means to be a Living Wage accredited employer. Plus, it shows to suppliers, contractors and customers that we are an ethical business." - Hospitality Employer

"I spent years working for minimum wage and relying on Working Tax Credits. Financial worries were extremely stressful. Earning a real Living Wage has made a huge impact on my life." - Social care worker

"Being paid the real Living Wage enables me to run my car. Before I've had to cancel shifts as I couldn't afford petrol or public transport" - Healthcare worker



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Aberdeen Responsible Businesses: Increasing collaboration with Community Planning Aberdeen



What are we trying to achieve?

We are aiming to increase the number of responsible businesses we are working with through community benefits and corporate social responsibility activity by 200% by 2023.

How are we doing this?

Through our multi agency improvement project we are testing the following improvements:

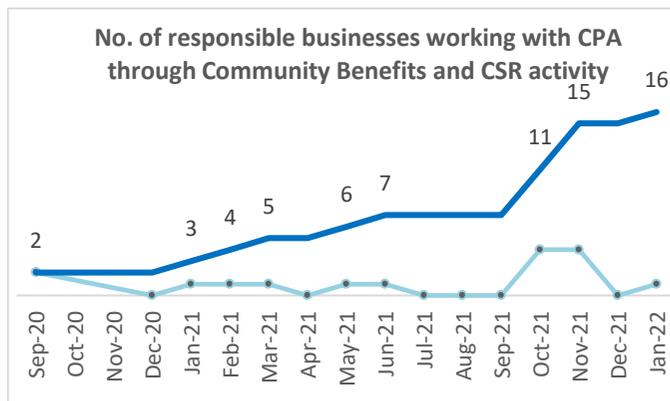
- A central point of contact to manage all business enquiries and relationships
- Annual Aberdeen Responsible Business Event to attract more businesses to get involved in improving shared outcomes. Watch it back:



- Working in partnership with Business in the Community (BITC) Scotland to reach out to business contacts
- Online [responsible business platform](#) to show businesses what they can do

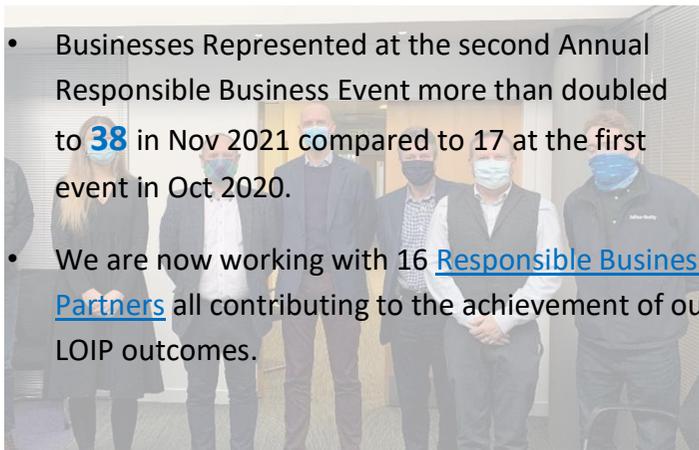
What have we achieved?

- **128%** increase in responsible business partners since Sep 21 and 700% increase since Sep 20.



- **160%** increase in new enquiries from businesses about working with CPA since Sep 2021

- Businesses Represented at the second Annual Responsible Business Event more than doubled to **38** in Nov 2021 compared to 17 at the first event in Oct 2020.
- We are now working with 16 [Responsible Business Partners](#) all contributing to the achievement of our LOIP outcomes.



What impact have we had?

Children & Young People

Barclays Bank awarded £200 worth of Aberdeen Gift Cards to three young carers to say thank you for their fantastic work and are now sponsoring activities for all young carers.

CMS, Worley and CNOOC working with us to give young people work experience through programmes such as the Lift Off Event and providing learning opportunities.

Economy

TAQA, BP and New Machar Golf Club: Donated devices, training and funds to support digital connectivity during the pandemic and working with us to provide further support.

Balfour Beatty, CHAP, Robertson and Neos Networks delivering community benefits to develop the workforce.

ETZ Ltd providing training for unemployed, graduates and supporting small businesses

Place

Barclays and Worley contributing to protecting our natural environment through their community clean up days.

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Appendix 3 - List of New Charters for Consideration

Project Ref	Project Aim	Charter Status	OIG Chair
Economy Project Charters			
1.5	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.	Ready	Derek McGowan (ACC)
2.3	Support 15 care experienced young people progress to employment through public sector funded employability programmes by 2023.	Ready	Allison Carrington (SDS)
People (Children & Young People) Project Charters			
4.3	Increase uptake of parenting and family support by 10% by 2022.	Ready	Graeme Simpson (ACC)
4.4	Reduce the number of children starting P1 with an identified speech delay by 5% by 2023.	Ready	Graeme Simpson (ACC)
5.3	100% of schools offer sustainable and equitable access to counselling for those children aged 10 and above who require it by 2022.	Ready	Graeme Simpson (ACC)
5.4	100% of children and young people have free access to physical activity which improves mental health and wellbeing by 2022.	Ready	Graeme Simpson (ACC)
9.5	Increase by 50% the number of 10 to 16 year olds in target areas of the city who access youth community activity by 2023.	Ready	Graeme Simpson (ACC)
9.6	Reduce by 5% the number of 16/17 year olds with higher support needs offending by 2022.	Ready	Graeme Simpson (ACC)
People (Vulnerable Adults) Project Charters			
11.7	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.	Ready	Sandra MacLeod (HSCP)
Place Project Charters			
15.3	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).	Ready	Jillian Evans (NHSG)

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Charter 1.5 Fuel Poverty (2021)

Improvement Project Title
Fuel Poverty
Executive Sponsor
Derek McGowan – Chair of Anti-Poverty Group and Chief Officer – Early Intervention and Customer Empowerment
Project Lead
Name: Lawrence Johnston Job Role & Organisation: Joint CEO, Scarf Email Address: Lawrence.johnston@scarf.org.uk
Aim statement
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.
Link to Local Outcome Improvement Plan
Stretch Outcome 1 – No-one will suffer due to poverty by 2026. Links with all LOIP Improvement Projects under Stretch Outcome 1 and alignment to ensure no duplication of activity across the change ideas.
Link to Locality Plans
There are community ideas from North, South and Central Locality Plans aligned to the project. (detailed in Community Ideas for Improvement Evaluation/Status)
Why this is important and issues with the current system?
Primary links to fuel poverty is; <ol style="list-style-type: none">1. Poor energy efficiency of homes with focus on EPC ratings of *D to G*. <i>*This charter links into the Energy Performance in Housing Chart (Mel Booth) - Reduce by 50% the number of homes with an Energy Performance Certificate (EPC) rating of F&G by 2023, leading to 100% by 2026 and will add focus on properties with <u>EPC ratings of D and below.</u></i>2. Low income and / or no recourse to an appropriate level of benefits and financial support. Key challenges; <ol style="list-style-type: none">a. Lack of awareness of the types of support and assistance available to vulnerable householdsb. Lack of knowledge of how to go about accessing available supportc. Stigma around poverty preventing engagementd. Uncertainty around wholesale market energy pricese. Ofgem policies and increase to the domestic energy price cap

1. Poor Energy efficiency of homes

- 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.
- According to the Scottish House Condition Survey 2017-2019, 1% of occupied dwellings in Aberdeen have an EPC performance of F&G which equates to approximately 1,070 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.
- Community engagement and promotion regularly takes place at an individual level 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.

2. Low Incomes/Fuel Poverty – Baseline Data

- In the Scottish House Condition Survey (SHCS) 2017-19 the data determines an estimated 26% of households in Aberdeen were in fuel poverty with 13% being in extreme fuel poverty. A higher proportion of those in social housing were in fuel poverty (46%) than those in owner occupied housing (13%) and private rented (26%).

SHCS 2017-19 Data Table extract

	Total		Owner Occupied		Social Housing		*Private Rented	
	%	No.	%	No.	%	No.	%	No.
Fuel Poverty	26	28,000	13	8,000	46	14,000	26	4,000
Extreme Fuel Poverty	13	14,000	6	3,700	19	6,000	19	2,800

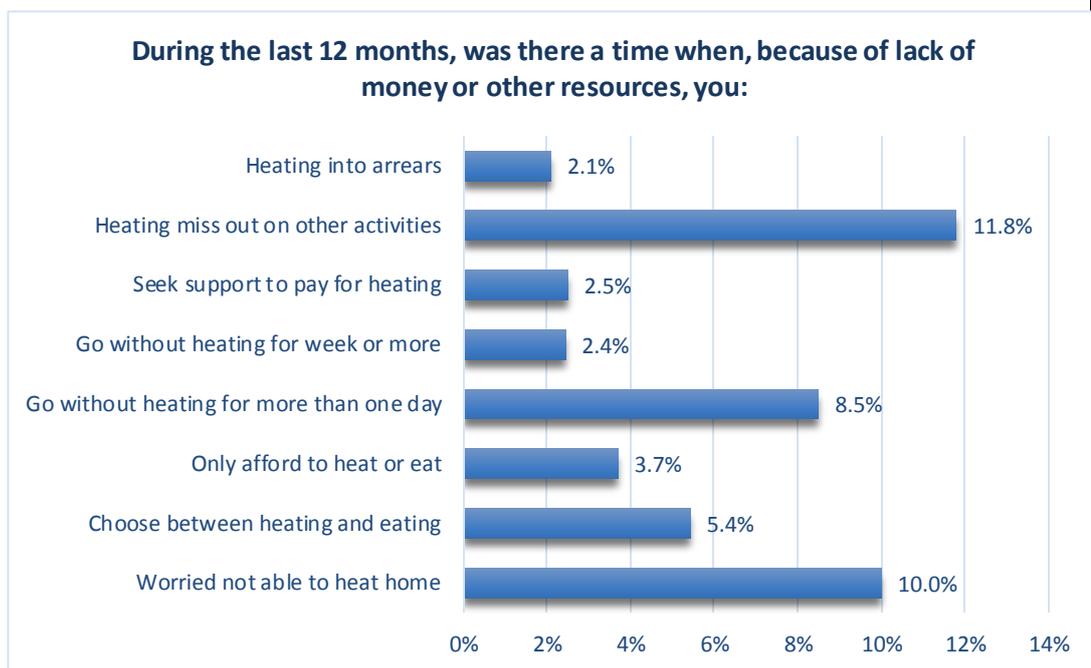
**SHCS2016-18 Data used as the baseline for Private Rented*

- Between the 2016-18 and 2017-19 SHCS, we saw an increase by 3% to 26% households in Aberdeen in fuel poverty. This is 1.7% higher than the % for Scotland. A higher proportion of those in social housing in fuel poverty compared to those in owner occupied housing, however since the last reporting period the number of those in owner occupied housing in fuel poverty increased from 10% to 13% (whilst those in social housing in fuel poverty reduced from 48% to 46%).

- The Scottish Government uses a 15% cut-off to define the most deprived data zones. By that measure, 9 of Aberdeen City's 283 data zones were among the most deprived in Scotland in SIMD 2016. The most deprived data zones in Aberdeen City are located in the Central Locality - Torry, Middlefield, Northfield, Seaton, Tillydrone, Woodside, Mastrick, Sheddocksley and George Street.

In 2021, the City Voice found that while most respondents did not report concerns about their ability to heat their homes, 11.8% reported that paying for heating meant them missing out on other activities, 10% were worried that they would not be able to heat their homes and 8.5% went without heating for more than one day.

Chart below shows the percentage of respondents who answered yes to the question detailed on a city wide basis however this is also available by Locality and is informing the testing locations for the change ideas.



Bases: worried not able to heat home = 539; choose between heating and eating = 534; only afford to heat or eat = 535; go without heating for more than one day = 532; go without heating for week or more = 531; seek support to pay for heating = 530; miss out on other activities = 535 and paying for heating gone into arrears = 530.

- A greater understanding of how better behaviours can help reduce energy consumption and subsequently lower costs.
- As well as the data above, existing data available across partners is being gathered to help identify households that are vulnerable to fuel poverty so that are the interventions/change ideas detailed below are being targeted in the right place and being informed by individuals with lived experience.

Measures

Outcome measures

- The number of households living in fuel poverty (Scottish House Condition Survey ((SHCS)) 2017-19 provides the baseline for the outcome measures.
- The number of households in social housing living in extreme fuel poverty (Scottish House Condition Survey ((SHCS)) 2017-19 provides the baseline for the outcome measures.
- The number of interventions where a household fuel poor status has been improved although this may not have taken the household out of fuel poverty or extreme fuel poverty (e.g. a price cap increase negates or minimises the success of the intervention). *

* Due to the high likelihood and risk of external factors out with the control of the fuel poverty charter (e.g. Ofgem energy price cap increases) negatively impacting the achievability of the targets

Process measures

Change Idea 1

- Number of people attending the awareness sessions, hubs, clinics
- Number of referrals for home visits from awareness sessions, hubs, clinics
- % of people attending identified as fuel poor or extreme fuel poor
- % of people removed from fuel poverty or extreme fuel poverty
- Impact of energy efficiency improvements on EPC rating by individual property
- Number of enquires to Scarf in relation to grants from awareness sessions
- Number of referrals made to schemes (e.g. Warm Homes Scotland, ECO) from awareness sessions
- Number of completed installs to people attending the awareness sessions, hubs, clinics
- Value (£) of successful grants and loan applications to attendees

Change Idea 2

- Number of discharge patients taking up the option of advice pre or post discharge)
- % of patients identified as fuel poor or extreme fuel poor
- % of patients removed from fuel poverty or extreme fuel poverty following pre/post discharge interventions
- Number of discharged patients readmitted within 6 months due to unsuitable living conditions (e.g. cold, damp etc)

Change Ideas 3 & 4

- Number of communities led energy efficiency projects awarded funding by Scarf
- Value (£) of funding provided by Scarf
- Number of collaborative projects and funding bids supported by Scarf
- Number of community groups / community led projects receiving financial and technical expertise for collaborative funding
- No. of Groups receiving advice applying for the first time
- % of Groups receiving advice being successful in funding applications

- No. of energy efficiency measures installed and % reduction in fuel bills
- % of households removed from fuel poverty or extreme fuel poverty as a result of the projects funded
- % of households where fuel poor status has been improved as a result of the projects funded
- Impact of energy efficiency improvements on EPC rating by individual property

Change Idea 5

- Number of energy champions recruited, trained and certified
- Number of people supported by Energy Champions (North, South & Central)
- Number of referrals received by Scarf via Energy Champions directly or indirectly
- % of households removed from fuel poverty or extreme fuel poverty following intervention by Energy Champions directly or indirectly
- % of households where fuel poor status has been improved following intervention by Energy Champions directly or indirectly
- Impact of energy efficiency improvements on EPC rating by individual property

Change Idea 6

- Number of letting agents and landlords successfully engaged
- Number of referrals received directly from letting agents, landlords or directly from tenants as a result of letting agent's promotion
- Number of tenants in fuel poverty or extreme fuel poverty, per letting agent
- % of tenants removed from fuel poverty or extreme fuel poverty
- Number of private sector landlords taking up energy efficiency improvement opportunities
- Impact of energy efficiency improvements on EPC rating by individual property

Change Idea 7

- Number of front-line services training sessions delivered
- Number of referrals received directly from front-line services
- Number of enquires received directly from clients as a result of sign-posting by front-line services
- Number / % of clients delivered energy efficiency advice and yielding a positive outcome e.g. removed from fuel poverty or disposable income increased

Balancing 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)

Change ideas

1. Test whether setting up locality area-based hubs, walk-in advice sessions / clinics increases the uptake of the energy information, fuel poverty advice and support service, as well as the uptake of grants and interest free loans which are available to assist with the installation of energy efficiency and financial support for fuel bill leading, reducing the number of people in fuel poverty. The sessions will help identify households eligible for access to financial support for both fuel

consumption and installation of energy efficiency measures, e.g. fuel vouchers, WHD, meter top-ups from Scarf HEAT Fund, Fuel Bank Foundation etc.

*This will be done in conjunction with change idea 1 of the Energy Performance in Housing Charter (Mel Booth) (North Locality Plan)

Scarf / Home Energy Scotland will lead the collaboration with Aberdeen City Council and Localities to identify appropriate locations to set up hubs and walk-in's / clinics and pilot in the central locality areas listed in the SIMD as the most deprived data zones in the city. The Project Charter Team will pilot a residents engagement and activity programme with a community council in the Central Locality.

2. Test whether a bespoke / tailored service provision for vulnerable patients being discharged from health and social care services will help reduce the risk of discharge patients returning to cold, damp homes that do not provide a place of affordable warmth and remove them from fuel poverty. The tailored service will provide energy advice, information and support by offering an in-home visit providing behavioural advice, assessment of the property and referral to schemes, grants or funds the householder may be eligible for. The Project Charter Team will pilot this with Rosewell Care Home in Aberdeen.
3. Test whether a pilot community fuel fund open for any community led projects to apply for funding to install/undertake energy efficiency initiatives reduces energy consumption and fuel bills. (South and Central Locality Plans)
4. Test whether providing community groups / community led projects with financial and technical expertise for collaborative funding bids for energy efficiency improvement initiatives aimed at reducing the consumption and relative cost of energy increases number of energy efficiency initiatives installed and reduces fuel bills. (South and Central Locality Plans)
5. Test whether establishing and providing training on energy awareness to Locality Energy Champions increases provision of and access to energy support/information within their communities and referrals into Scarf for specialist advice when appropriate. (North Locality Plan)
This will be piloted in North, South and Central Localities.
6. Test whether energy awareness information packs for Registered Social Landlords/Private sector letting agents, raises raise awareness of available support and services for private sector tenants increases the installation of energy efficiency measures on RSL/private rented properties and the uptake of support by tenants to reduce the number of tenants in fuel poverty.
7. Test whether providing fuel poverty awareness training to front line services e.g. fire service, housing officers, financial inclusion team increases the rate of referrals and enquiries into the energy advice services.

<p>Location/Test Group</p> <p>Change Idea 1 – North and Central Locality, Central Locality initially Change Idea 2 – Rosewell Care Home Change Idea 3 – City Wide/ community led projects Change Idea 4 – City Wide/community groups / community led projects Change Idea 5 – City Wide/Champions in Each of the 3 Localities, starting in North Change Idea 6 – City Wide/RSLs/Private Sector Letting Agent Change Idea 7 – Front Line Services</p>
<p>Resources</p> <ol style="list-style-type: none"> 1. Scarf existing resources using the energy advice team, 2. Training and recruitment of locality-based energy champions, 3. Support from Aberdeen City Council by providing locality-based hubs and venues for initiatives such as training energy champions, advice walk-in centres and energy efficiency improvement clinics. 4. Community project funding - Scarf
<p>Potential risks and/or barriers to success & actions to address these</p> <ol style="list-style-type: none"> 1. Uncertainty around wholesale market energy prices and impact on the consumer 2. Ongoing uncertainty regarding the pandemics impact on the economy, household income etc 3. Ofgem policy on the domestic energy cap 4. Reluctance of households to engage due to the stigma of living in poverty
<p>Project Team</p> <p>Lawrence Johnston – Project Lead, Scarf Sean MacQueen – Senior Energy Advisor, Scarf Lynn Smith – Marketing & Communications Manager, Scarf Mel Booth – Senior Housing Strategy Officer, ACC Val Johnston - Strategic Performance and Improvement Officer, ACC Mark Shaw – Corporate Landlord, ACC Sara Cameron – Corporate Landlord, ACC Steven Shaw – Environment, ACC Joanne Aitken – Financial Wellbeing, ACC Fiona Young – Tillydrone Development Officer, ACC (Central Locality) Andy McLeod - George Street Community Council (Central locality) North Locality – TBC South Locality – TBC NHS Grampian and/or Aberdeen Health & Social Care Partnership – Rachel Thompson, Lorraine Warrender, Simon Rayner C-FINE – Sam Leys ACVO - Andrew Davidson DWP / Social Security Scotland – TBC RSLs - TBC Private Sector Letting Agents – Northwood Sales and Lettings</p>

Community Ideas for Improvement Evaluation/Status		
Community Ideas for Improvement	Evaluation Rationale	
North		
Raise awareness of support available, e.g., Scarf.	This aligns to change idea 1, sessions will be piloted in the North and Central Locality.	
Encouraging volunteers to be trained to support local households with insulation advice.	This aligns to change idea 5 energy champions are to be established in the North locality.	
South		
Take forward opportunities to reduce fuel cost through actions such as expansion of combined heat and power provision and promotion of improved household insulation.	This aligns to change idea 3 & 4	
Central		
Local advice and information provision on fuel poverty.	This aligns to change idea 1	
Low carbon affordable heating and insulation.	This aligns to change idea 3 & 4	
Outline Project Plan		
Project Stage	Actions	Timescale
Getting Started (Project Score 1-3)	Project area identified and agreed. Draft Outline Project Charter and team in place. Understanding baseline of current system. Aligning with Stretch outcome 1 projects to ensure no duplication	Jan 2022 Jan 2022 Jan 2022 Jan 2022
Designing and Testing Changes (Project Score 4-7)	Project charter endorsed by CPA MG and Board Change ideas further designed and prioritised Begin testing Review impact of changes being tested & modify tests as required Analyse data from tests Anticipate initial indications of improvement	Jan/Feb 2022 April 2022 May 2022 August 2022 November 2022

Implementing and sustaining changes that demonstrate improvement (Project Score 7-10)	Improvement achieved and spread plans developed	Jan 2023
Spreading Changes (Project Score 9-10)	Sustainable improvement seen across the system Project aim achieved Project End report submitted	March 2023 March 2023 May 2023

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Charter 2.3 Employability Support for Care Experienced Young People

Improvement Project Title Employability Support for Care Experienced Young People
Executive Sponsor Allison Carrington – Chair, Aberdeen Prospers
Project Lead Name: Angela Taylor Job Role & Organisation: Team Leader, Aberdeen City Council Email Address: AngTaylor@aberdeencity.gov.uk
Aim statement Support 15 care experienced young people progress to employment through public sector funded employability programmes by 2023.
Link to Local Outcome Improvement Plan The refreshed LOIP, published in 2021, identifies 15 stretch outcomes to break down the overall vision and ambitions to reduce poverty into manageable, thematic programmes of work. This Improvement Project sits under stretch outcome 2 within the Economy theme: 400 unemployed Aberdeen City residents supported into Fair Work by 2026 This is also linked to another Aberdeen Prospers projects: <i>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.</i> This will also contribute to achieving: Stretch outcome 6: <i>Increase the number of care experienced young people accessing a positive and sustained destination by 25% by 2022.</i>
Link to Locality Plans There are community ideas from the North Locality Plan aligned to this project.
Why this is important and issues with the current system? Many care experienced young people face significant barriers to employment and the majority will need additional support and mentoring to help them achieve and sustain employment. The range of barriers faced is broad and can seem overwhelming. Significant interventions and support can be needed to get them to a position of being ready for employment and work-able. Some of these individuals are living chaotic lifestyles, significant numbers of them suffer or have suffered from mental health issues. Events in their pasts prevent them from accessing certain jobs or put them at a disadvantage, for example a lack of family support and guidance, or indeed ongoing family issues can cause difficulties.

It is known that a higher proportion of care experienced young people are likely to offend or to have a criminal record than those who are not care experienced. These young people are also at a higher risk of homelessness than those who have not come through the care system. It is also known that many care experienced young people will have lower attainment levels than those who are not care experienced. This is also true for many of those people who find themselves in the justice system. Positive and early work experience or employment helps with a smoother transition to life beyond care and minimises the risk of homelessness and offending.

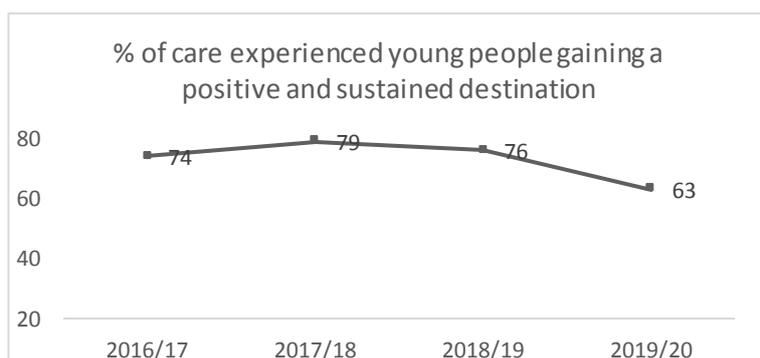
Unemployment comes at a cost to the individual and also to the state. In terms of the overall population, the average cost to the state of an unemployed person claiming benefits, including housing benefit, council tax benefit and unemployment benefit – against cost of someone in employment earning circa £17k pa – is c.£6,827 exclusive of housing and council tax benefits. Care experienced young people do not pay council tax until they turn 26.

National Health Service Research found that a young person NEET in 2008 would cost an average of £56,000 in public finance costs before retirement age. This reflects the public finance costs of welfare payments, health and justice-related costs and lower tax and national insurance revenue. On the basis of this estimate, the Scottish Government (2012b) estimates the lifetime cost of a single cohort of young people failing to make the transition into regular employment to be in the region of £2 billion.

There are significant links between unemployment and poor physical and mental health, and associated health costs.

This charter aims to provide employment opportunities for care experienced young people so that they do not experience these financial and associated health costs.

Since 2017/19, data has shown a decline in the % of care experienced young people gaining a positive and sustained destination, with this being 63% in 2019/20.



Number of CEYP registered to receive support through ABZ Works:

2019 – 1

2020 – 6

2021 – 20

Number of CEYP supported to employment through ABZ Works:

2021 – 5 (including 2 in Modern Apprenticeships)

Measures

- **Outcome measures**

- Number of care experienced young people (CEYP) supported into sustained employment through public sector funded employability programmes
- Number of care experienced young people in tailored apprenticeships

- **Process measures**

- No. of CEYP being interviewed via the guaranteed interview scheme (initially testing at ACC)
- % of CEYP being interviewed via the guaranteed interview scheme being appointed as the successful candidate (initially testing at ACC)
- Number of CEYP applying for apprenticeships (initially testing at ACC)
- Number of CEYP being interviewed for apprenticeships / internships (initially testing at ACC)
- Number of CEYP being appointed to an apprenticeship / internship (initially testing at ACC)
- Number of CEYP engaged through tailored employability workshops / training days/info sessions etc.
- Number of CEYP registering with public sector funded employability programmes
- % of CEYP registered actively engaging in the tailored employability support programme
- % of CEYP in public sector funded employability programmes undertaking work experience
- Number of CEYP engaged in pathway planning meetings
- % of CEYP in pathway planning meetings reaching a positive destination
- % of CEYP undertaking a tailored induction into public sector work achieve sustained employment (initially testing at SDS).

- **Balancing measures**

Change ideas

Test how the introduction of a guaranteed interview scheme for care experienced young people (who fit the person spec) can encourage and support them to secure employment (initial testing within ACC)

Test how a tailored employability support programme, with work experience, can encourage and support care experienced young people to secure employment (North Locality Plan)

Test how Pathway Planning Meetings for care experienced young people in school can support them to continue to engage and reach a positive destination

Test how increased promotion of support available to care experienced young people for training, employment (including workshops), info sessions etc can support them to apply for roles in the public sector

Test how a tailored induction into work for care experienced young people can support sustained employment

Location/Test Group Guaranteed interview scheme, ACC/CEYP
Tailored induction, SDS/CEYP
Care experienced young people, city wide

Resources

This will be resources using existing staff time and using Young Person's Guarantee funding from Scottish Government

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

Lack of engagement by individuals and agencies

Inability of young person to maintain employment – personal circumstances may be too chaotic, or situations may arise which could be particularly challenging for young person who may not have same support available to young person from a more settled background

Lack of resource - several improvement project team members are time poor

Lack of funding – Scottish Government decreases or removes Young Person's Guarantee funding.

Inability of managers, or lack of time/lack of understanding of challenges facing young people to enable them to properly support young person in internship/work experience/employment situation.

Project Team

Angela Taylor, Business and Skills team, ACC
Ishbel Greig, Lead Contact, Aberdeen Prospers
Ruth McDermott, DWP
Nicola Graham, SDS
Andrew Dick, Scottish Fire and Rescue Service
Colin Wright, ACC
Lesley Strachan, ACC Talent Acquisition
Darren Buck, ACC Talent Acquisition
Lori Leslie, ACC
Maggie Cruickshank, ACC social work
Larissa Gordon, virtual head teacher, ACC
Roma Bruce Davies, SCRA
Sheila McDerment, Police Scotland
NESCol – to be nominated
Graham Duncan, ACC
Tracey MacMillan, Aberdeen Health and Social Care Partnership

Community Ideas for Improvement Evaluation/Status

Community Ideas for Improvement	Evaluation Rationale
North	
Support and develop employment opportunities for young people by giving them placements and support on how to do interviews.	Providing work experience placements and supporting people with CV development, interview skills etc. is a core part of the works that ACC's employability team already provide. The employability team will liaise with the North locality to better promote these services within the community.

Outline Project Plan

Project Stage	Actions	Timescale
Getting Started (Project Score 1-3)	Establishment of team. Development of charter. Agreement of scope of the project (see barriers). Gathering and understanding of baseline data. Identification of change ideas and current activity.	Dec 21
Designing and Testing Changes (Project Score 4-7)	SCRA internship ACC guaranteed interview scheme – immediate start with ongoing monitoring and review Pathway Planning meetings ongoing with monitoring and review. Engagement with colleagues and partners across all of the above is ongoing. The identification of participants/potential participants will be a natural, but integral, part of the process for each of the above, and will continue on a rolling basis. Creation of ACC internships for CEYP – aiming for late	March 22

	<p>spring/early summer start with ongoing monitoring and review</p> <p>Employability programme for CEYP ongoing</p>	
<p>Implementing and sustaining changes that demonstrate improvement (Project Score 7-10)</p>	<p>Promotion of opportunities and schemes, training of managers, especially for internships, and continued engagement with colleagues and partner agencies. Additional funding is likely to be required, and there may in some cases be staffing implications, however this cannot be determined at this stage.</p>	<p>Dec 22</p>
<p>Spreading Changes (Project Score 9-10)</p>	<p>Identification of CEYP and promotion of opportunities to CEYP, as well as demonstration of success of change in supporting CEYP into employment.</p>	<p>May 23</p>

4.3 Family Support

Improvement Project Title Family Support within Aberdeen City
Executive Sponsor Graeme Simpson Fiona Mitchelhill
Project Lead Name: Nicola Dickie Job Role & Organisation: Health Visitor Team Leader/Operational Health Lead Fit Like Family Wellbeing Hubs Email Address: nicola.dickie@nhs.scot
Aim statement Increase uptake of parenting and family support by 10% by August 2022.
Link to Local Outcome Improvement Plan 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.
Link to Locality Plans South and Central Locality Plan identify community ideas for improvement for this project.
Why this is important and issues with the current system? <p>Feedback from education & other early years workers is that there is an emerging gap in children's development and the skills they have before they begin nursery or school compared to pre Covid 19.</p> <p>We need to ensure children have their development reviewed at the key HV pathway contacts to identify any issues and then receive the appropriate intervention they require at the earliest opportunity.</p> <p>This will ensure children's developmental skills are at the best level possible when they enter early years/education system.</p> <p>The current reporting system has a 3-6 month lag in providing data which means that real time information is not provided on the numbers of children reaching key milestones. This can lead to delays in the provision of appropriate and timeous support being given. Implementation of the Morse system should help with this issue.</p>
Measures <ul style="list-style-type: none">• Outcome measures Uptake of parenting and family support.

<ul style="list-style-type: none"> • Process measures Number of referrals to Homestart Number of referrals to Family Learning Team Number of families being supported by nursery nurse team Number of referrals to the Fit Like Hub • Balancing measures Delay in referral time to assessment for services 												
<p>Change ideas</p> <ol style="list-style-type: none"> 1. Test a system to better utilise the data from Morse to identify and target the families who would benefit from input within a multi-agency framework. 2. Develop a multi-agency approach to supporting families accessing parenting and family support by the development of groupwork focusing on themes identified within referrals received and within MORSE data and sharing of specific knowledge and expertise held by partners involved in project team. 												
<p>Location/Test Group</p> <p>'Fit Like Aberdeen' Hubs</p>												
<p>Resources</p> <p>Access to suitable areas to carry out groupwork</p>												
<p>Potential risks and/or barriers to success & actions to address these</p> <p>Capacity of team to progress improvement project. Overwhelm services already in existence – monitor number of referrals and length of time to action.</p>												
<p>Project Team</p> <p>Nicola Dickie - Health Visitor Team Leader/Fit Like Hub Representative Lyn Morrison – SW lead – Fit Like Hub Representative Sarah Boslem – Health Visitor Emma McPherson - Family Learning Team member Lisa Adams - Nursery Nurse Kate Beckman – Nursery Nurse Eleanor McEwan – Homestart Family Community connector</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>Central</td> <td></td> </tr> <tr> <td>Test approaches through Fit Like Hub</td> <td>Already identified as test locations</td> </tr> <tr> <td>Test approaches through Creating the Conditions (MDT) work in Tillydrone</td> <td>To be explored with Community Connector</td> </tr> <tr> <td>South</td> <td></td> </tr> <tr> <td>Supporting the development of Fit-like hubs and family (learning) support in early years settings</td> <td>Already identified through test locations and change ideas</td> </tr> </tbody> </table>	Community Ideas for Improvement	Evaluation Rationale	Central		Test approaches through Fit Like Hub	Already identified as test locations	Test approaches through Creating the Conditions (MDT) work in Tillydrone	To be explored with Community Connector	South		Supporting the development of Fit-like hubs and family (learning) support in early years settings	Already identified through test locations and change ideas
Community Ideas for Improvement	Evaluation Rationale											
Central												
Test approaches through Fit Like Hub	Already identified as test locations											
Test approaches through Creating the Conditions (MDT) work in Tillydrone	To be explored with Community Connector											
South												
Supporting the development of Fit-like hubs and family (learning) support in early years settings	Already identified through test locations and change ideas											

Outline Project Plan		
Project Stage	Actions	Timescale
Getting Started (Project Score 1-3)	<ul style="list-style-type: none"> • Project team established • Baseline current situation • Draft charter • Submit to CSB • Charter approved 	Dec 2021 Dec 2021 Dec 2021 January 2022 Feb 2022
Designing and Testing Changes (Project Score 4-7)	<ul style="list-style-type: none"> • Start testing using Plan-Do-Study-Act cycle • Update your progress report with results • Continue testing until you are confident in your ideas • Planned end date for testing all changes 	February 2022 Monthly Monthly June 2022
Implementing and sustaining changes that demonstrate improvement (Project Score 7-10)	<ul style="list-style-type: none"> • Agree which change ideas tested are proven to work and you would incorporate as business as usual • Continue to gather data to evidence that improvement is sustained 	July 2022 August 2022
Spreading Changes (Project Score 9-10)	Consider how these change ideas can be rolled out within other settings which are out-with the scope of your original aim	August 2022

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4.4 Supporting Early Years Speech and Language

Improvement Project Title
Supporting early years speech and language
Executive Sponsor
Graeme Simpson Fiona Mitchelhill
Project Lead
Name: Nicola Anderson Job Role & Organisation: Deputy Lead Nurse, Aberdeen City HSCP Email Address: Nicola.anderson2@nhs.scot
Aim statement
Reduce the number of children starting Primary 1 in Aberdeen City with an identified speech delay by 5% by August 2023.
Link to Local Outcome Improvement Plan
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.
Link to Locality Plans
There are no links to the locality plans
Why this is important and issues with the current system?
Anecdotal feedback from Covid-19 Pandemic is a growing number of children with speech and language delays are entering education or identified by Health Visitors. During last 18 months there have been restrictions in place which have prevented social and family interactions impacting on development of young children.
Measures
Outcome measures <ul style="list-style-type: none">• Reduction in number of children starting Primary 1 with identified speech delay
Process measures <ol style="list-style-type: none">1. Percentage of children at 13-15 months where ASQ 2&3 is completed.2. Percentage of families with children aged over 3 reading bedtime stories3. Percentage of families completing 6 week programme with nursery nurse.
Balancing measures <ul style="list-style-type: none">• Decrease in number of referrals to Specialist services
Change ideas <ul style="list-style-type: none">• Expand the Nursery Nurse role to include supporting those identified at review for further intervention• Storytime in the new pre-school provision (Links Hub)

<ul style="list-style-type: none"> Further promote a reading challenge for 3 and 4 year olds using the national Book Bug initiative to ensure that parents know how to use it in the home setting 		
Location/Test Group		
Families attached to Central locality Health Visiting Service		
Resources		
Reading books supplied by the Book Bug programme through Scottish Book Trust Engagement with and commitment from parents		
Potential risks and/or barriers to success & actions to address these		
Lack of engagement from families – mitigations focus on a health visiting team who have a stable caseload.		
Project Team		
Nicola Anderson - Deputy Lead Nurse Lisa Adams - Nursery Nurse Laura McIntosh - Health Visitor Lara McRae – Links Hub Manager Margaret Hill – Early Years Librarian (Book Bug Lead) Speech and Language Therapist Parent/Guardian (s) - tbc		
Community Ideas for Improvement Evaluation/Status		
None although initial change plans will be tested within the Central locality Health Visiting Service		
Outline Project Plan		
Project Stage	Actions	Timescale
Getting Started (Project Score 1-3)	<ul style="list-style-type: none"> Project team established Baseline current situation Draft charter Submit to CSB Charter approved 	December 2021 December 2021 December 2021 January 2022 February 2022
Designing and Testing Changes (Project Score 4-7)	<ul style="list-style-type: none"> Start testing using Plan-Do-Study-Act cycle Update your progress report with results Continue testing until you are confident in your ideas Planned end date for testing all changes 	February 2022 Monthly Monthly December 2022
Implementing and sustaining changes that demonstrate improvement (Project Score 7-10)	<ul style="list-style-type: none"> Agree which change ideas tested are proven to work and you would incorporate as business as usual Continue to gather data to evidence that improvement is sustained 	February 2023 August 2023
Spreading Changes (Project Score 9-10)	Consider spreading the change ideas into other settings out-	August 2023

	with the scope of your original aim.	
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5.3 Sustainable and Equitable access to Counselling

Improvement Project Title: Sustainable and Equitable Access to Counselling in Schools	
Executive Sponsor Graeme Simpson, Chair of Children’s Services Board Tracy Davis, Vice Chair of Children’s Services Board	
Project Lead	
Name:	Gael Simpson
Job Role & Organisation:	Quality Improvement Manager, ICFS, ACC
Email Address:	gasimpson@aberdeencity.gov.uk
Aim statement 100% of schools offer sustainable and equitable access to counselling for those children aged 10 and above who require it 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 None	
Why this is important and issues with the current system? The Mental Health Foundation for Scotland reviewed the Mental health impacts of the Covid-19 pandemic in Scotland on vulnerable groups . Within Aberdeen, we recognise many of the factors highlighted within the review through our own professional and personal lives seeing a negative spiral of mental wellbeing across our schools and communities. Mental wellbeing has been a significant focus over the past year and the declining mental health of all has been recognised. ‘Good Mental Health for All’ recognises the benefits of improving mental health which link with positive health and social outcomes for individuals and the broader community. Those who have positive mental and emotional wellbeing are more likely to have success within their lives. Counselling is a talking therapy that involves a trained therapist listening and helping individuals find ways to deal with emotional issues. Counselling support for children and young people allows us to provide early intervention and help individuals develop resilience and coping strategies in relation to: <ul style="list-style-type: none">• A mental health condition, such as depression, anxiety or an eating disorder• An upsetting physical health condition• A difficult life event, such as bereavement, a relationship breakdown or stress• Difficult emotions – for example low self-esteem or anger• Other issues such as sexual identity	

Scottish Government funding is identified to support counselling in secondary schools and for children and young people aged 10 and above who have additional support needs. The current local authority funded offer of support is not equitable across the system and requires review and amended planning.

Alongside our current counselling supports a review of data has led to the introduction of interventions such as, Let's Introduce Anxiety Management (LIAM), Emotional Literacy Support Assistants (ELSA) and Emotion Coaching. Four of our Secondary Schools are also currently piloting Distress Brief Interventions (DBI). Review and planning around these interventions continue to be required.

Outcome measures

- Percentage of schools which offer counselling

Process measures

- Number of qualified Counsellors within schools
- Number of staff undertaking appropriate training e.g. LIAM, DBI, Counselling Skills
- Number of children who have reported an improved outcome following access to a counsellor

Balancing measures

- Ongoing review of DBI pilot and planned next steps - showing positive impact on children & young people reducing numbers referred to CAMHS longer term

Change ideas

- Develop a tender to provide an equitable offer of school counsellors across all ACC secondary schools and primary schools from P6 upwards
- Develop a support matrix of Let's Introduce Anxiety Management (LIAM) trainers to ensure early intervention for all learners across pilot schools/ASGs.
- Provide Distress Brief Intervention (DBI) in all Secondary schools following pilot project in 4 Secondary Settings

Location/Test Group

Counselling - All Secondary School pupils and Primary pupils P6 and above
Let's Introduce Anxiety Management (LIAM) – Specific locality support offered
Distress Brief Intervention (DBI) – Secondary settings for age 14-15 year olds

Resources

Scottish Government Funding for Counselling in Schools
Tender to improve equitable offer
Agreed procedure with external provider following tender process
DBI Training support from Penumbra
LIAM training from CAMHS

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

- Reduction / removal of Scottish Government funding
- Access to appropriately trained counsellors

Project Team

Gael Simpson – Quality Improvement Manager
Michael Paul – Head Teacher

Lydia Tait – Education Support Officer
 Joanne Aitken – FitLike Project Lead
 Natalie O’Young – School Nurse Team Lead
 Rachel Middleton – Penumbra
 Alex Pirie – CAMHS

Outline Project Plan

Project Stage	Actions	Timescale
Getting Started (Project score 1-3)	<ul style="list-style-type: none"> • Project team established • Baseline current situation – see CYPMHW Framework return • Draft Project Charter • Submit to CSB • Charter approved 	June 2021 Oct 2021 Nov 2021 Jan 2022 Mar 2022
Designing and testing change (Project Score 4-7)	<ul style="list-style-type: none"> • Write Tender • Following completion of tender process initiate support from counselling services, gathering termly reporting and annual report linked to SG funding. (link to counselling in schools guidance) • DBI Pilot in 4 secondary schools, training undertaken and support initiated • Further LIAM training targeted in identified settings • LIAM training delivered 	Dec 2021 Feb 2022 Aug – Dec 2021 Oct – Dec 2021 Jan 2022
Implementing and sustaining changes that demonstrate improvement (Project Score 4-7)	<ul style="list-style-type: none"> • Agree which change ideas tested are proven to work and you would incorporate as business as usual • Continue to gather data to evidence that improvement is sustained 	June 2022 Ongoing
Spreading changes (Project Score 9-10)	<ul style="list-style-type: none"> • Counselling in Schools • Distress Brief Intervention support • Let’s Introduce Anxiety Management support 	6 monthly ongoing review and following outcome of pilot all areas will continue to be implemented

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5.4 Free access to Physical Activity

Improvement Project Title: Free Access to Physical Activity for C&YP	
Executive Sponsor Graeme Simpson, Chair of Children’s Services Board Tracy Davis, Vice Chair of Children’s Services Board	
Project Lead	
Name:	Gael Simpson
Job Role & Organisation:	Quality Improvement Manager, ICFS, ACC
Email Address:	gasimpson@aberdeencity.gov.uk
Aim statement 100% of children and young people have free access to physical activity which improves 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 North, South and Central Locality Plans identify community ideas or improvement for this project.	
Why this is important and issues with the current system? The COVID-19 pandemic has resulted in a significant rise in the number of children, young people and families showing signs of mental and physical health fragility. Physical activity has a huge potential to enhance our wellbeing. Even a short burst of 10 minutes’ brisk walking increases our mental alertness, energy and positive mood. Participation in regular physical activity can increase our self-esteem and can reduce stress and anxiety. It also plays a role in preventing the development of mental health problems and in improving the quality of life of people experiencing mental health problems. <u>‘Let’s Get Physical’</u> written by the Mental Health Foundation, highlights the benefits of physical activity on wellbeing. Research has shown that physical activity releases chemicals in your brain that make you feel good – boosting your self-esteem, helping you concentrate as well as sleep, look and feel better. Leading an active life can improve your feelings of self-worth and foster confidence. Taking part in a form of physical activity that you really enjoy can give you a goal to aim for and a sense of purpose. A few benefits of being physically active are:	
<ul style="list-style-type: none"> • Less tension, stress and mental fatigue • A natural energy boost • Improved sleep • A sense of achievement • Focus in life and motivation • Less anger and frustration • A healthy appetite 	

- Better social life
- Having fun
- Detoxifying the body

Aberdeen City Council Education team have partnered with a network of professionals to develop a Physical Education, Physical Activity and Sport (PEPAS) team to review and increase opportunities for children and young people to engage in physical activity and sport. Representatives from Sport Aberdeen, Aberdeen Football Club Community Trust (AFCCT), Russel Anderson Development School (RADS), Grampian Disability Trust, Sport Scotland and Club Scotland support this area of development.

Measures

Outcome measures

- Increase percentage of free activities led by active schools from 82% to 100% for all children and young people
- Increase opportunities for children and young people to engage in physical activity, where funding is not a barrier

Process measures

- No of monthly PEPAS group meeting with focused agenda items and clear strategic aims
- No. of free after school activities
- No. of partners offering free after school activities
- No. of interactive physical activities available including those in city parks and green spaces
- No of newsletters that include and highlight physical activity opportunities

Change ideas

Change idea 1 – Monthly meetings with PEPAS Team

Change idea 2 - Partners within the PEPAS group will use agreed data measures to capture and review data in relation to physical activity offered to children and young people

Change idea 3 – Where possible partners will offer free after school activity to all learners.

Change idea 4 – Increase engagement with greenspaces by creating interactive physical activities within city Parks and green spaces

Change idea 5 - Parent Newsletters will highlight physical activity opportunities and developments in local parks and greenspaces within Aberdeen to increase engagement in these sessions

Change idea 6 - Signposting of CLPL opportunities for staff to increase physical activity and outdoor play will increase confidence in delivery of physical education

Change idea 7 – Develop central digital information point for all PEPAS opportunities to be shared

Location/Test Group

City wide

Resources

No additional resources required.

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

- Continuity of staff in schools and partner providers
- Capacity within schools to take on new interventions
- Impact of Scottish Government guidance in relation to COVID-19

Project Team

Rob Bartlett, Graeme Burnett - **Russell Anderson Development School**
 Ian McGregor, Andrew Baptie - **Sportscotland**
 Alison Shaw - **Scottish Disability Sport**
 Mark Pain- **Sports Regional Development Managers**
 Mike Gifford - **Adventure Aberdeen**
 Graeme Dale - **Sport Aberdeen**
 Holly Hilson-Dawson, Liz Bowie, Claire Garrett - **AFCCT**
 Gael Simpson, Louise Elrick, Barbara Jones, Melanie Begg - **Education Community [Connector](#)**

Community Ideas for Improvement Evaluation/Status

Community Ideas for Improvement	Evaluation Rationale
North Locality	
Encourage outdoor play using green spaces across the locality. Promote local community groups and activities run by Play Forum and rangers.	Covered by change ideas
Use reach of community planning partners to promote and market local sports organisations.	This will be achieved through the partners of the project team
Build on models such as men's shed and AMPED Build on test with Hazlehead Academy and Mastrick Community Centre	This will need to be explored further with the Community Connectors
South Locality	
Identify volunteers to support Active Schools programme for all young people.	This will need to be explored further with the Community Connectors
Increase access to coaching courses for community volunteers (including working with children and young people with additional needs)	This will need to be explored further with partners and Community Connectors
Encourage outdoor play using green spaces across the locality.	Covered by change ideas
Support the three 'south of the river' communities to work with partners to create opportunities for young people in the Lochside catchment	Covered by the change ideas
Central Locality	

Raise awareness of benefit of green space and potential to work with young people to improve mental health	Covered by change ideas	
Explore option of access to activities for young people at reduced cost through holiday periods to promote physical activity and support mental wellbeing	Covered by change ideas	
Outline Project Plan		
Project Stage	Actions	Timescale
Getting Started (Project score 1-3)	<ul style="list-style-type: none"> • Project team established • Baseline current situation • Draft Project Charter • Submit to CSB • Charter approved 	Apr 2021 Jun 2021 Dec 2021 Jan 2022
Designing and testing change (Project Score 4-7)	<ul style="list-style-type: none"> • Sport Aberdeen will offer free extra-curricular activity to all learners • Where possible partners will offer free after school activity to all learners by working collaboratively to secure funding • Education (QIM Health & Wellbeing) will plan and facilitate monthly meetings with PEPAS Team • Partners within the PEPAS group will agreed data measures to capture and understand the impact of their interventions • Parent Newsletters which is issued to all City parents / carers on a monthly basis will highlight physical activity opportunities from partners in Aberdeen to increase engagement in these • Partners will ensure all data sharing agreements and appropriate governance is in place for reviewing this data • The PEPAS group will review this data termly in relation to physical activity offered to children and young people and the impact of the interventions on offer • The PEPAS group will develop a digital information point for all PEPAS opportunities to be shared and resources to be held 	Ongoing Ongoing April 2021 Jun - Nov 2021 From Nov 2021 Jan-Mar 2022 From April 2022 March 2022 From April 2022 From August 2022

	<ul style="list-style-type: none"> • Partnerships with city parks and Adventure Aberdeen to develop interactive, accessible physical activities including cycle routes, QR codes providing physical challenges / body weight exercises • All partners within the PEPAS group will develop a collaborative CLPL offer which provides opportunities for staff to increase physical activity and outdoor play, increasing confidence in delivery of physical education 	
Spreading changes (Project Score 9-10)	<ul style="list-style-type: none"> • Identify potential for spreading change ideas to other outcome areas 	August 2022

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9.5 Increasing Youth Community Activity

Improvement Project Title
Increasing youth community activity across priority areas
Executive Sponsor
Graeme Simpson, Chair of Children's Services Board Andrea McGill, Chair of Youth Justice Group
Project Lead
Name: Craig Singer Job Role & Organisation: Development Manager for Youth Work and Wider Achievement Email Address: csinger@aberdeencity.gov.uk
Aim statement
Increase by 50% the number of 10 to 16 year olds in target areas of the city who access youth community activity by 2023
Link to Local Outcome Improvement Plan
Stretch Outcome 9. 30% fewer young people (under 18) charged with an offence by 2026
Link to Locality Plans
North, South and Central Locality Action plans.
Why this is important and issues with the current system?
<p>Young people in conflict with the law are often the most vulnerable young people in our communities. Young people in conflict with the law are often victims themselves and we should not try to distinguish between them.</p> <p>A paper by the Children's and Young People's Centre for Justice details factors that can contribute to improved life changes and outcomes for children in conflict with the law. Factors identified in the paper include:</p> <ul style="list-style-type: none">- Wherever possible providing support without intervening as a 'justice' service, since contact with the justice system is known to be one of the biggest factors in continued offending;- Recognising that strong, secure, consistent and trusting relationships, even just with one adult, is critical to achieving sustainable, improved outcomes, and that such relationships take time, patience, persistence and perseverance to build and sustain;- Building services around the needs of children, providing all children involved in the justice system with information, support and tailored responses during their journey through the justice system;- Taking an individualised approach, recognising that children involved in offending are not a homogenous group and that other factors may increase vulnerability and require additional support - for example being a young parent or carer, gender, sexual identity, care status, and health needs;- Using approaches which are rights-based and first and foremost recognise these children as children, with the same rights as other children;

- Using approaches which are developmentally-appropriate, trauma and communication informed and build hope and resilience;
- Providing the right opportunities and support at the right time, meaning that a range of services and supports are available and are accessible, responsive, flexible and sustainable, and that services and those who are supporting the child work together, in partnership, including with the children, their families and communities;
- Having a focus on progress and outcomes rather than outputs: often there will be no 'quick fix' or linear pathway to address the complex needs and circumstances of the child - this often requires creative, flexible and responsive approaches, and progress should be recognised step by step;

We know that when children and young people are engaged in activities that keeps them occupied and engaged, and which allows for them to interact positively with adults, then the chances of them becoming involved in negative and antisocial behaviour is reduced. A study by the University of Edinburgh into the value of universal youth work found that children and young people benefited in terms of:

- Skills
- Confidence
- Relationships
- Feeling safe, valued and supported
- Positive choices
- Achievement
- Wellbeing

There are a number of organisations and services within the local authority and third sector who provide children and young people with opportunities to take part in activities that are purposeful and benefits them in terms of the list above. The problems with the current system are:

- An inconsistent offer across the city for children and young people. Some areas are very well served and others less so
- A lack of knowledge, often within communities themselves, about what is available for children and young people
- Lack of a clear picture about what is available across the city for children and young people. This makes it difficult for partners to know which services to signpost children and young people to.

Covid-19 has had a very big impact on activities for children and young people; many services and organisations have either closed or moved their offer online for the duration of the pandemic.

Measures

Outcome measures

- Increase in number of 10-16 year olds who access new youth community activity

Process measures

- Number of target areas with youth groups in place
- Number of target areas with facilities and places for sustainable activity
- Number of sessions delivered

<ul style="list-style-type: none"> • Number of children and young people who access the group and its activities through social media • Number of children and young people who are taking part in new community-based activities <p>Balancing measures</p> <ul style="list-style-type: none"> • Impact on antisocial behaviour 								
<p>Change ideas</p> <ul style="list-style-type: none"> • Set up youth groups in target areas • Co-produce a programme of activities for young people across the locality which include Sports, Arts & Crafts, and Life Skills. Young people to be actively involved in the development. • Increase number of facilities and places for sustainable activities for young people • Use social media to engage young people in, and promote, the activities on offer 								
<p>Location/Test Group P6, 7 and S1's in the Kincorth area</p>								
<p>Resources Partners' time and any resources they can bring to the charter.</p>								
<p>Potential risks and/or barriers to success & actions to address these</p> <p>Lack of engagement from 10-16-year-olds in target areas Capacity of team to progress improvement project Lack of or poor consultation with target audience Further COVID restrictions</p>								
<p>Project Team</p> <p>Craig Singer – Youth Work and Wider Achievement Manager Sarah Dunn – Early Intervention Worker, Police Scotland Mark Williams – Chief Operating Officer, Denis Law Legacy Trust Ann-Marie Steehouder-Ross, ACC, Community Development Officer Murray Dawson – Chief Executive, Station House Media Unit John Webster – Police Scotland Colin Lemmon- ACC, Development Officer Derek Bain – Police Scotland TBC – Scottish Fire and Rescue Service Community Connector</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>Develop a process where police can signpost young people to other activities in the community as opposed to criminalising? e.g. Streetsports; project at Tesco's Lang Stracht</td> <td>This process is already happening. We have 3 Youth Action Groups for priority neighbourhoods</td> </tr> <tr> <td>Have a safe place for teenagers to come and go during the week and also on a Friday and Saturday night</td> <td>Will explore this as part of the project</td> </tr> </tbody> </table>	Community Ideas for Improvement	Evaluation Rationale	North Locality		Develop a process where police can signpost young people to other activities in the community as opposed to criminalising? e.g. Streetsports; project at Tesco's Lang Stracht	This process is already happening. We have 3 Youth Action Groups for priority neighbourhoods	Have a safe place for teenagers to come and go during the week and also on a Friday and Saturday night	Will explore this as part of the project
Community Ideas for Improvement	Evaluation Rationale							
North Locality								
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Have a safe place for teenagers to come and go during the week and also on a Friday and Saturday night	Will explore this as part of the project							

Develop skate park/BMX track in Dyce	Will explore this as part of the project
Co-produce a range of activities available for young people across the locality. Young people to be actively involved in the development	Taking this forward
Development of outdoor Forest programme	This is happening already
Build on learning from projects such as AMPED which is based on trail bike maintenance	Will explore this as part of the project
South Locality	
Progress proposal for pump track in Torry	Will explore this as part of the project
Increase activities for young people across the locality by working together to create new opportunities	Taking this forward
Identify facilities and places for sustainable activities for young people	Taking this forward
Central locality	
Deliver support for local businesses impacted by shoplifting	Will explore further with community connector
Home Fire Safety visits to all communities	Will explore as a way of distributing information to households
Operational intelligence audits on all high-rise buildings	Will explore further with community connector
Liaise with staff at Aberdeen University in the form of guidance and support following return of students	Will explore further with community connector
Ensure awareness and sufficient provision across locality	Will explore further with community connector

Outline Project Plan

Project Stage	Actions	Timescale
Getting Started (Project Score 1-3)	<ul style="list-style-type: none"> • Project team established • Baseline current situation • Draft charter • Submit to CSB • Charter approved 	24th Sept 2021 December 2021 January 2022 February 2022
Designing and Testing Changes (Project Score 4-7)	<ul style="list-style-type: none"> • Source appropriate facilities • Set up and advertise the youth group • Consult young people about the types of activities they would like to include in the programme 	April 2022 June 2022 June - October 2022 November 2022

	<ul style="list-style-type: none"> • Deliver the programme of activities • End date for testing change 	February 2023
Implementing and sustaining changes that demonstrate improvement (Project Score 7-10)	<ul style="list-style-type: none"> • Agree which change ideas tested are proven to work and you would incorporate as business as usual • Continue to gather data to evidence that improvement is sustained 	March 2023 May 2023
Spreading Changes (Project Score 9-10)	Consider whether the change ideas can be spread to other settings.	June 2023

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9.6 Higher Support needs offending

Improvement Project Title Higher Support Young People
Executive Sponsor Graeme Simpson, Chair of Children's Services Board Andrea McGill, Chair of Youth Justice Group
Project Lead Name: Julia Milne Job Role & Organisation: WSA Lead, ACC Email Address: Julia.milne@barnardos.org.uk
Aim statement Reduce by 5% the number of 16/17 year olds with higher support needs offending by 2022
Link to Local Outcome Improvement Plan Stretch Outcome 9. 30% fewer young people (under 18) charged with an offence by 2026
Link to Locality Plans There are no links to the locality plans.
Why this is important <p>In Aberdeen City, there were no secure care admissions on offence grounds in 2019/20 and one in 2018/19. There were a small but significant group of young people who have required the model of high vigilance and support secure group living provides which reflects their expression of emotional and mental health distress characteristically linked to their experiences of development trauma. The recent report, ACEs, Places and Status, 2020 highlighted the characteristics and also limitations of the secure care setting. While the numbers in Aberdeen City are low the national trend is away from secure care and therefore we must ensure that locally we continue to have alternatives to secure care and custody available that meet the complex needs of our young people.</p> <p>We know from a range of evidence, research, case review and local data that some young people's journey to conflict with the law starts pre-birth. Exploration of the cases of the young people in the city accruing the highest number of charges shows high incidents of domestic abuse, parental separation, problematic parental alcohol and substance use. Most of these young people were known to social work pre-birth or in their first 2 years. It is recognised that young people in conflict with the law are displaying behaviour that is a result of unmet need.</p>

We must also have cognisance of care experienced young people who are disproportionately criminalised compared to their non-care experienced peers. Children in residential care are most at risk, being around ten times more likely to be criminalised than other children (The Howard League for Penal Reform, 2019). The pre-inspection survey of Polmont [\(2021\)](#) highlights the issue of care experienced young people being overrepresented in youth offenders' institutions. Of the 16/17-year-olds in Polmont on one day in 2021 41.7% were care experienced and 38.5% had previous experience of custody.

Our aims in this charter mirrors the Promise Plan [21-24](#) (page 23) which states that

- the disproportionate criminalisation of care experienced children and young people will end.
- 16- and 17-year-olds will no longer be placed in Young Offenders Institutes for sentence or on remand. There will be sufficient community-based alternatives so that detention is a last resort.
- Children who do need to have their liberty restricted will be cared for in small, secure, safe, trauma-informed environments that uphold their rights.

The Polmont [survey](#) mentioned above shows a similar picture of the background of children and young people in conflict with the law as we see locally. This survey also highlights the levels of exclusion or missing from education episodes experienced as well as the number of the young people who have experienced a significant loss of bereavement. "The average age of first exclusion from school was 12, although the most common ages for exclusion were 11 (three respondents) or 14 (three respondents), with analysis indicating that half of respondents (50.0%) had been excluded by around the end of the first year of secondary education. One respondent was first excluded at age five." - [CYCJ 2021](#)

When a young person aged 16 or 17 is charged with an offence that is reported to COPFS and results in a guilty charge or plea in court there is the possibility that they could be remitted to the Children Hearing System. However, the rate of this occurring nationally is very low. Currently those eligible for remittal to CHS appearing in court only 7-8% are remitted to hearing - [Criminal Justice Committee | Scottish Parliament TV](#) (12.20)

A consultation on raising the age of referral to the Principal Reporter closed in early October 2020. This proposal will raise the age of referral from 16 to 18 years and therefore increases equity of access. This, once enacted, will increase the number of 16/17 year olds referred to the children's reporter and therefore the number supported by children's social work services.

Risk

[The Promise – 2020](#) talks to the need for a shift in how we think about risk and how this shapes our responses to children.

“Scotland must therefore broaden its understanding of risk. This is not about tolerating more risk, or becoming more risk enabling. It means ensuring Scotland has a more holistic understanding of risk that includes the risk to the child of removing them from the family. There must be a shift in focus from the risk of possible harm to the risk of not having stable, long term loving relationships.” [The Promise – 2020](#)

In October 2020 new Secure Care Standards were launched. The standards aim to ensure that robust risk assessments are employed to allow appropriate community alternatives to be fully considered and used prior to secure care being considered.

The [FRAME](#) guidance has been refreshed and was published in summer 2021. The new guidance says “this guidance should be utilised where there are concerns regarding a risk of harm by aspects of a child or children’s behaviours to either prevent harm from occurring, or reduce the likelihood and impact of any future harm and the CARM process where a risk of serious harm is assessed as either having occurred or may occur. – [FRAME](#).”

The message is clear that risk assessment must be robust and community interventions for our children and young people be explored fully before consideration is given to secure care.

The needs of young people in conflict with the law are complex and we must consistently see them through a needs focused and trauma informed lens.

The focus of this project will be to increase awareness, understanding and compliance with the refreshed CARM guidance. This will include increasing awareness and understanding of FRAME and the new secure care standards. The combination of this will improve workers knowledge of policy, process and how to support our most vulnerable young people. There will also be a focus on transitions back to the community from secure care or custody to ensure that this is as smooth a journey as possible for the young person.

Outcome Measures

- % of 16 and 17 year olds charged with an offence receiving a multi-agency problem solving approach i.e. those with higher support needs
- Number of 16 and 17 year olds in custody

Process Measures

- Numbers attending FRAME sessions and self-evaluation from participants
- Numbers attending CARM sessions and self-evaluation from participants
- Numbers attending Secure Care sessions and self-evaluation from participants
- Numbers attending High Risk and Formulation sessions and self-evaluation from participants
- Percentage of young people at risk of secure care / custody who are assessed for suitability for high impact community supports
- (Continued) development of robust data set to build profile of 16/17 year olds involved in offending behaviour in city
- (Continued) development of robust data set to build profile of children and young people offending in the city

Change ideas

- Training on new FRAME guidance to be delivered to multi agency audience
- Training on new CARM local policy/process to be delivered
- Multi-agency Information session on new secure care standards from CYCJ
- Impact assessment of the new Includem Reframe service
- Case reviews to determine impact START AV/AIM3 assessment had on child's care plan. Case reviews will have two functions, as preparatory activity to develop profile of young people and to determine if practice is becoming embedded.
- Delivery of formulation and risk sessions
- HSB framework webinar

Location/Test Group

A number of the change ideas will be city wide, those that are workforce development will be beneficial for all therefore not focused on one neighbourhood. Relevant testing will take place with young people in Polmont.

Resources

No additional resources required at this time.

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

- Service capacity
- Availability / cost of training in risk assessment tools
- Obtaining data to have baseline and comparison against comparable Local Authorities.

Project Team

Andrea McGill

Representative from Family Networking Team

Representative from Includem

Stacey McDougall – ACC Social Work

TBC– CYCJ

Hazel Flett – CJSW

Forrest Templeton – Children’s Rights Service

Julia Milne – WSA

Julie Anderson – SCRA

Outline Project Plan

Project Stage	Actions	Timescale
Getting Started (Project score 1-3)	<ul style="list-style-type: none"> • Project team established • Baseline current situation • Draft charter • Submit to CSB • Charter approved 	Dec 2021 Dec 2021 Dec 2021 Dec 2021 Jan 2022
Designing and testing change (Project Score 4-7)	<ul style="list-style-type: none"> • Define appropriate support meaning • Plan roll out of CARM and FRAME training to MA audience • Develop assessment tool to measure impact of CARM and FRAME training. <ul style="list-style-type: none"> • Input on new Secure Care Standards 	Mar 2022 Mar 2022 Mar 2022 Apr 2022
Implementing and sustaining changes that demonstrate improvement (Project Score 4-7)	<ul style="list-style-type: none"> • Analysis of impact of CARM and FRAME input to determine on-going need 	June 2022
Spreading changes (Project Score 9-10)	Assess opportunities to spread change	Jul 2022

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Project Charter 11.7 Whole Systems Approach to Healthy Weight

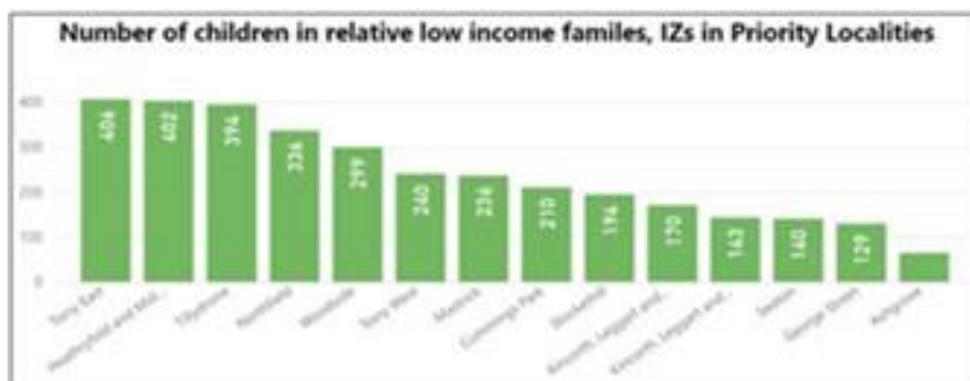
Improvement Project Title Whole Systems Approach to Healthy Weight
Executive Sponsor Sandra McLeod, Chair of Resilient, Included and Supported
Project Lead Name: Tracy Davis Job Role & Organisation: Child Health Commissioner, NHS Grampian Email Address: tracy.davis12@nhs.scot
Aim statement To support up to 50 low income families in priority neighbourhood to improve eating behaviours and adopt positive lifestyle choices to help towards a healthy weight by 2023.
Link to Local Outcome Improvement Plan SO 11. Healthy life expectancy (time lived in good health) is five years longer by 2026 11.3 Encouraging adoption of healthier lifestyles through a whole family approach Links with other Stretch Outcomes: SO 1. No one will suffer due to poverty by 2026 1.2 Mitigating the causes of immediate and acute poverty. Project Aim – Increase the number of people using community pantries by 20% by 2023. 1.2 Ensure those experiencing in-work poverty have access to all appropriate benefits Project Aim – Increase the uptake of unclaimed benefits across Aberdeen City by 2023. SO15: Project Aim – Increase community food growing in schools, communities and workplaces by 12 by 2023.
Link to Locality Plans Community ideas for testing identified in Central, South and North Locality Plans.
Why this is important We know that overweight and obesity is a complex health issue that is influenced by more than individual behaviours such as dietary patterns, physical activity and sedentary behaviour. Other contributing factors such as the food and physical activity environment, education and skills, and food marketing and promotion (Centers for Disease Control and Prevention, 2019) requires us to take a whole system approach (Public Health England, 2019) that has a wider focus than personal responsibility. There is strong evidence that shows the negative impact of poverty, childhood trauma and mental health on obesity. A low income family is defined by the Scottish Government as ‘a family whose equivalised income is below 60 percent of median household income’. Gross income measure is Before Housing Costs (BHC) and includes contributions from earnings, state support and pensions’. A qualitative research study was conducted in Aberdeen City in 2019/20 to explore the experiences of women and families living on a low income. Specifically the study was associated with understanding the acceptability of the early years Financial

Inclusion Pathway as delivered by early year’s practitioners but one of the key findings related to food security and the coping strategies that families employ when faced with insecurity in order to provide a healthy diet. Parent’s descriptions emerged under two broad key themes: *acquisition methods* and *management techniques*. Acquisition methods included *i.* using food charities; *ii.* only taking (food) that was needed; *iii.* passing on any surplus to others and; *iv.* shopping carefully. Management techniques included: *i.* careful budgeting and self-sacrifice; *ii.* maximising available food resources by limiting snacks and treats’; ‘cooking from scratch’ and batch cooking.

There is well documented evidence of increased use of foodbanks, increasing unemployment and wider financial impacts as a result of COVID-19. Use of food banks is an important indicator, however we know that only around a third to a quarter of people experiencing food insecurity will use a food bank. The Scottish Health Survey gives Scottish level data on the food insecurity experience of families.

In terms of children and young people we know that in 2018/19, valid height and weight measurements were recorded for 1,480 Primary 1 children in Aberdeen City (equivalent to 62.7% of the 5 year-old population). Of these, 79.5% were classified as ‘healthy weight’ – slightly higher than the figure for Scotland.

19.7% of P1 children in Aberdeen City were classified as being at risk of overweight and obesity (compared to 22.4% in Scotland and 23.7% in 2017/18). In 2018/19, 79.5% of P1 children were classified as having a healthy weight (BMI between the 5% and 95% of the 1990 UK reference range for their age and sex) compared to 76.6% for Scotland. The percentage of P1 children who were a healthy weight varied across the City (Intermediate Zones) from 61.9% in George Street to 100% in Hanover North. The position across out priority neighbourhoods is below, as well as the number of children in relative low income families



The Population Health Needs Assessment also refers to the negative impact of lockdowns on children's mental health, specifically referencing sleep, behaviour, mood, physical activity, concentrating and eating for children between the ages of 2 – 7 years. There has been a 280% increase in referrals for eating disorders to CAMHS in 2020 compared to 2019.

With regards adults and weight and physical activity, we know in 2016-19 it was estimated that 23% of the City's adult population is obese (classified as a BMI of 30+). This is lower than the rate for Scotland of 29% and a decrease from 25% in 2014-17. Whist, in terms of physical activity, in the period 2016-19, 70% of adults in Aberdeen City were meeting the recommended guidelines for physical activity (150 minutes of moderate activity or 75 minutes of vigorous activity per week) compared to 65% for Scotland. Twenty-two percent had low or very low levels of physical activity and 9% had some activity [45].

A combination of factors impact on healthy weight, including access to healthy foods, positive food practices and physical activity. Our change ideas as designed to test which yield the greatest improvement for low income families, either as individual change ideas or when combined with each other.

From the data above and through the process of developing our driver diagram we recognised opportunities to provide a whole systems, whole family approach and from that identified there is a lot of ongoing work from existing groups and organisations around food, physical activity and healthy lifestyles/ choices. An asset mapping exercise that has already been undertaken will provide a baseline of support that is available to families. We are also aware of the linkages this project has with other LOIP outcomes and aims, and the ideas from our locality plans. This project wants to ensure that the change ideas we test are not duplicating efforts but that we use this opportunity to influence and work with existing groups and projects to help achieve our aim, for example improving financial skills and increasing the uptake of benefits.

A healthy food environment ensures that healthy food is promoted, available and affordable in local food retail and food service settings, enabling healthier food choices to be the easiest choice. We recognise that the healthy food environment has been an area which has not been investigated or tackled in as much detail as other identified drivers (see appended driver diagram below), and therefore we will focus initially on developing/ promoting a healthy food environment that will improve eating behaviours and adopt positive lifestyle choices to help towards a healthy weight by 2023. This also aligns with the feedback from the simulator and the Locality Plans where improving access to affordable nutritional food and encouraging people to manage and understand their own health were highlighted.

We will ensure to link with ongoing work involving Aberdeen as a member of the Sustainable Food Network – “Our [The] cross-sector partnership believes that every person in Aberdeen should have access to healthy, tasty, affordable food and that this food should be good for the environment and our local economy.” The Sustainable Food Places framework promotes a whole food systems approach to areas of sustainability and “tackling food poverty, diet-related ill-health and access to affordable healthy food”.

Families will be identified as those already experiencing financial distress through concurrent partnership work, for example through the Financial Inclusion Pathway, families accessing the FITLike Hubs or the SAFE project, or families accessing foodbanks. Primary Care link workers are another route and opportunity to engage with low income families. An important project outcome will be to identify how support can be scaled up for low income families in Aberdeen City and identifying the gaps that currently exist as part of that process. The changes will be tested with same group of families to measure the impact of the change ideas.

Measures

Outcome measures

- Number of low income families who report improved eating behaviours
- Number of low income families who report improved food practices
- Number of low income families participating with percentage weight loss after attending weight management programme – after completion of weight management programme and for 6 months afterwards (to see if weight loss continues/ is sustained)

The project team has discussed that using BMI as a measurement of the overall aim but this will likely be a barrier to participation. Obesity is a complex issue with so many contributing factors, therefore, we have opted for outcome measures such as food security and food practices which have been shown to contribute towards improved health and wellbeing and subsequently a healthy weight. It is also important that we are realistic with what can be achieved by 2023 and changes in BMI would need to be a longer term goal for families.

Process measures

- Percentage of local convenience stores taking part in the Healthy Living Programme
- Number of participating families aware of the Healthy Living Programme
- Number of participating families using the Healthy Living Programme
- Number of times families/ practitioners have accessed online toolkit to raise awareness/ signpost to existing available community assets
- % of participants reporting improved overall diet quality and increased physical activity following attendance at weight management programme
- Number of participating families aware of support available (agreed suite of programmes will be identified)
- Number of participating families using support available (agreed suite of programmes will be identified)
- Number of community assets promoted via the toolkit and campaign that families engaged in the project have accessed Number of Healthy Living Programme shops reporting an increase in shoppers following the campaign
- Number of promoted community assets promoted via the toolkit and campaign reporting an increase in attendance/referrals from the toolkit/campaign
- Number of eligible parents from low income families signing up and attending online weight management programme
- Number of practitioners undertaking 'Healthy Beginnings – Map of Behaviour Change' training to upskill in supporting families to gain access to healthy foods and other related resources, knowledge and skills which should help improve their eating behaviours, physical activity and food practices

- Proportion of practitioners reporting improved confidence, knowledge, skills and reporting evidence of using this in practice following the training

Balancing measures

- Impact on dietetic time to deliver weight management programme

Change ideas

A combination of factors impact on healthy weight, including access to healthy foods, positive food practices and physical activity. Our change ideas as designed to test which yield the greatest improvement for families, either as individual change ideas or when combined with each other.

- Work with local supermarkets/ corner shops to promote reduced prices for healthy food items and increase the number of shops signed up to the Healthy Living Programme (North Locality Plan)
- Create an online toolkit that families or practitioners can use to effectively raise awareness /signpost to existing community resources that promote and support healthy lifestyles e.g. local food skills classes. (North Locality Plan)
- Promotional campaign aimed at low income families promoting a small number of key community food assets e.g. shops signed up to Healthy Living Programme (North Locality Plan)
- Deliver weight management support to test online resources, with Connecting Aberdeen in Tillydrone (Central Locality community idea)
- Trial 'Healthy Beginnings – MAP of Behaviour Change' training for practitioners working with families with young children (0-5)

Location/Test Group

Having the highest concentration of the lowest deprivation index Central Locality Priority Neighbourhoods (Tillydrone, Seaton, Woodside, Stockethill, Ashgrove and George Street) are our selected location/s.

Central Locality community ideas which will be tested:

- Deliver weight management support to test online resources, with Connecting Aberdeen in Tillydrone

Starting with small numbers (10 – 15 families) we aim to recruit up to 50 low income families as defined by the Scottish Government as 'a family whose equivalised income is below 60 percent of median household incomes. Gross income measure is Before Housing Costs (BHC) and includes contributions from earning, state support and pensions'

Resources

If required, the group will apply for funding from NHS Grampian Tier 1 Healthier Futures Prevention Fund.

There is still work to be done to understand the current system within the central locality and it is proposed that a student project and work-based placement students will give capacity to the project team to undertake this mapping activity and create the online toolkit

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

Weight stigma and poverty stigma may affect recruitment of families to the project. EAL may also be a barrier to participation. The project team will work hard to ensure interventions are non-stigmatising and inclusive.

Limited capacity of partners to lead interventions. The project team has been realistic with the number of interventions agreed to take forward and a lead organisation/ person has been identified for each intervention.

Complexity of linking around LOIP projects and other related work. The project team will strive to connect with associated projects. Mapping of activities will help to understand the current system and make these connections.

Project Team

Tracy Davis, Child Health Commissioner, NHS Grampian
 Nonye Agbaza – Health Improvement Officer (Food and Health) – ACHSCP
 Dr Frank Thies – Reader in Human Nutrition – University of Aberdeen
 Dr Julia Allan – Senior Lecturer in Health Psychology, University of Aberdeen
 Dr Flora Douglas – Reader in Nursing and Public Health – Robert Gordon University
 Dr Janet Kyle – Lecturer in Human Nutrition – University of Aberdeen
 Dr Leone Craig – Teaching Fellow in Applied Health Sciences – University of Aberdeen
 Graeme Dale – Head of Sport and Active Communities – Sport Aberdeen
 Carole Noble – Community Dietetics, Lead Dietitian – ACHSCP
 Eleanor McEwan – General Manager – Homestart
 Katy Berston – Community Dietetics, Child Healthy Weight Lead – ACHSCP
 Martin Carle – Sustainable Food Co-ordinator – CFINE
 Joanne Riach – Advanced Public Health Practitioner, NHS Grampian
 Kathryn Yule – Programme Director, SGF Healthy Living Programme
 TBC – Community Learning and Development – ACC

Co-production – there will be a co-production element to this project where we will endeavour to work directly with families to identify solutions to meet our aim.

Community Ideas for Improvement Evaluation/Status

Community Ideas for Improvement	Evaluation Rationale
North	
Support breastfeeding peer supporter locally.	A range of breastfeeding support is currently available and this project will promote those to raise awareness and uptake.
Promote Best Start/Healthy Start vitamins.	This is being promoted via NHS and will be connected in with localities.
Improve access to fresh food locally.	This is a change idea in the charter
Support families to cook and prepare food from scratch on a budget.	A number of existing classes/resources to support families cook are available across the city and this

	project will promote those to raise awareness and uptake.
Establish outdoor gym equipment for adults to encourage physical activity, improved wellbeing and to bring the community together (connection to Men's Shed with repairs).	This idea will be explored further with the Locality.
Ensure playparks are accessible for all.	Accessibility of play parks is responsibility of ACC. This idea has been raised with the ACC Environmental Manager.
Adapt exercise cards developed for people in sheltered housing to be used for families to ensure that finance is not a barrier to being active.	This idea will be explored further with the Locality.
Improve safety in parks e.g. lightening.	Safety of play parks is responsibility of ACC. This idea has been raised with the ACC Environmental Manager.
Influence local shops to provide affordable healthy produce.	This is a change idea in the charter
South	
Develop project focussed on changing attitudes to sugar and food choices	This idea will be explored further with the Locality.
Promote Best Start/Healthy Start vitamins.	This is being promoted by NHS and will be connected with Localities.
Central	
Deliver weight management support to test online resources, with Connecting Aberdeen in Tillydrone	This is a change idea in the charter
Improve exclusive breastfeeding in Tillydrone	A range of breastfeeding support is currently available and this project will promote those to raise awareness and uptake.
Encourage independent vendors to set up healthy option takeaways near schools and gyms	This idea will be explored with the Locality and Education/Sport Aberdeen/Licensing.
Delivery of new Cruyff Court	This idea will be raised with CLD and Planning Teams.
Deliver outdoor learning	This idea will be raised with Education and CLD Teams.

Outline Project Plan		
Project Stage	Actions	Timescale
Getting Started (Project Score 1-3)	Gathering and understanding baseline data Driver Diagram and identifying linkages to ongoing and proposed projects and change ideas Initial Mapping of current system in central locality	July – October 2021 July 2021 August 2021 – December 2021 (but ongoing process)
Designing and Testing Changes (Project Score 4-7)	Charter to CPA Board Recruitment of initial families Co-production with engaged families Begin testing changes Review of process measures to ensure on track to achieve aim	February 2022 February - May – December 2022 February 2022 – Ongoing May 2022 October 2022
Implementing and sustaining changes that demonstrate improvement (Project Score 7-10)	Assessing logistics of wider spread Agree which change ideas are proven to work and seek to embed these Further training of staff	February 2023
Spreading Changes (Project Score 9-10)	Spread successful change ideas into other priority neighbourhoods	March 2023

Driver Diagram

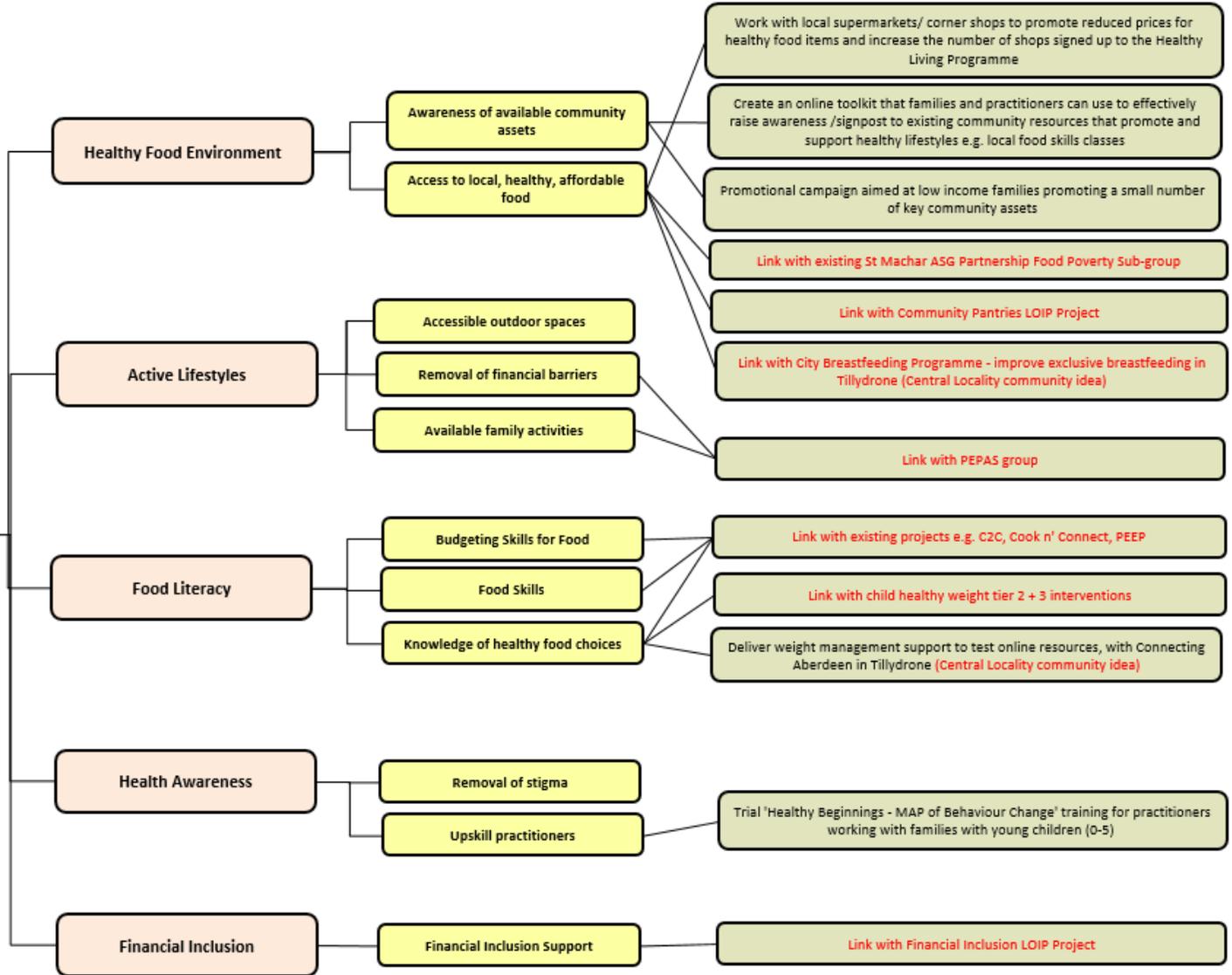
Key: In order to achieve this aim..

We need to ensure...

Which requires...

Ideas to ensure this happens

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.



Charter 15.3 Growing Biodiversity

Improvement Project Title: Growing Biodiversity
Executive Sponsor (Chair of Outcome Improvement Group): Jillian Evans, Chair of Sustainable City Group
Project Lead: Steven Shaw, Environmental Manager
Aim statement (What are we trying to accomplish? Over what time? Numerical target for improvement?) 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).
Link to Local Outcome Improvement Plan: Improvement Project is direct product of: <u>Prosperous Place</u> Stretch Outcome 15: Addressing the nature crisis by protecting/managing 26% of Aberdeen's area for nature by 2026 Key Driver 15.2: Increasing the area of public, private and community land managed for nature, in recognition of the nature crisis and in alignment with global and national ambitions to protect 30% of land and 30% of water by 2030 (30-30-30). Improvement Project has links with: <u>Prosperous Place</u> Key Driver 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. <ul style="list-style-type: none">• Project aim: 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.• Project aim: Increase community food growing in schools, communities and workplaces by 12 by 2023. 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 <ul style="list-style-type: none">• Project aim: Reduce public sector carbon emissions by at least 7% by 2023.• Project aim: 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>Prosperous People</u> Stretch Outcome 11: Healthy life expectancy (time lived in good health) is five years longer by 2026 Key Driver 11.2: Provide individuals and communities with the social resources needed to reduce feelings of loneliness and social isolation. <ul style="list-style-type: none">• Project aim: Increase opportunities for people to increase their contribution (volunteering) to communities by 10% by 2023.
Link to Locality Plans This project has community ideas from the South Locality Plan aligned to it.

Why this is important and issues with the current system?

Nature in Scotland is under threat – already 25% of our wildlife has been lost with more at risk, and 11% of our species facing extinction.

Nature isn't just nice to have. We all need nature to survive - from the air we breathe to the water we drink and the food we eat. We're in a nature crisis!

Managing land for nature is critical to reversing the loss of biodiversity. Ecosystems don't need to be lost forever; it's possible to restore them by planting trees, shrubs, and wildflowers etc.

Managing open spaces for nature is one of the most effective conservation strategies to protect biodiversity. Protected areas provide habitat for many species, but they also provide essential goods and ecosystem services for human well-being.

Restoring nature is our primary defence against climate breakdown, and climate breakdown will continue to accelerate the decline of nature. Natural ecosystems suck up 60% of our carbon emissions, and nature-based solutions, like planting trees, nurturing soils, and restoring ecosystems, can provide over a third of the climate solutions needed until 2030 with huge benefits for biodiversity.

Nature is impacted by climate change but restoring nature will help to tackle climate change. By protecting nature, we can recover what we have lost and store up to 30% of the necessary emissions globally, helping combat climate change.

Nature can also protect us from some of the impacts of climate change. More trees around rivers can help prevent flooding. Coastal towns can also be protected by sand dunes and types of grass that prevent erosion. More hedgerows on farms can protect our soil and give animals a home.

Natural restoration also includes urban spaces. Spending time in green spaces like parks and public gardens helps improve our mental and physical health, as well as support the urban environment. Planting more trees alone improves the local air quality and can cool urban spaces by as much as 8°C. Trees also reduce rainwater run-off, meaning less sediments and contaminants enter the drainage systems.

General benefits of managing land for nature:

- Restoring nature.
- Reversing the loss of biodiversity.
- Defence against climate breakdown.
- Helps to tackle climate change
- Improved health & well-being.
- Aligning to Climate Change plans.
- Open spaces managed, cared for, and protected.
- Developing skills and confidence around managing land for nature and biodiversity.
- Increased interaction and engagement with other like-minded organisations.
- Building / strengthening green connections and networks between organisations and partners.

Measures:**Outcome Measures**

- 1) Number of organisations pledging to manage at least 10% of their land for nature by 2023.

Measure:

Baseline 2022 = It is unknown how many organisations currently manage their land for nature. Our baseline will be 0.

Target 2023 = At least 23 organisations across all sectors in Aberdeen pledging to manage at least 10% of their land for nature.

Process measures

- 1) Number of organisations pledging to manage their land for nature following each change idea e.g. website/direct comms/promotion
- 2) Number of organisations directly contacted pledging to manage their land for nature and % pledging land and joining green space network
- 3) Area of land being managed for nature, citywide and by Locality.
- 4) Number of organisations committed to biodiversity.
- 5) Number of people within organisation who are supporting the pledge.
- 6) Number of organisations actively engaging with the Green Space Network
- 7) Use of green space based on 'open space audit'
- 8) Confidence of organisations to manage their land in a more natural way and to promote and celebrate this.
- 9) Number of case studies/promotional material published
- 10) Number of organisations expressing an interest as a result of promotion
- 11) Reported change in attitude and behaviour of staff towards natural space and biodiversity following pledge.

Change ideas

- Produce a dedicated nature information resource directed at organisations and write directly to organisations providing the resource and asking them to pledge their commitment to manage their land for nature.
- Build a green space network of organisations / businesses committed to managing their land for nature.
- Raise awareness of the immediate and wider benefits of managing nature to attract other organisations to participate through:
 - Collecting, collating, and publishing details of all positive steps that organisations are making to support the project.
 - Promoting the wider benefits of managing land for nature ie health and wellbeing
 - Supporting committed organisations to raise awareness and change thinking about nature and biodiversity.

Location/Test Group

City Wide; Organisations.

Resources

At this time the change ideas can be undertaken within existing resources.

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

- Identifying / getting buy in from a suitable organisation.
- Getting the timing right for promoting project and encouraging organisations to pledge their commitment.
- Slow uptake or lack of interest from organisations.
- Aligning the aims and contributions of different project partners.
- Not being able to monitor project and to record data and results.

Project Team:

- Steven Shaw, Environmental Manager, ACC
- Sue Lawrence, NatureScot
- Sinclair Laing, ACC
- Community Engagement, ACC
- Countryside Rangers, ACC
- NHS
- Sport Aberdeen

Community Ideas for Improvement Evaluation/Status

Community Ideas for Improvement	Evaluation Rationale
South	
Set up footpath groups and publish maps of the routes on community website / Facebook page	Out with scope of this charter, an idea for the community to explore further with Aberdeen City Council.
Develop (family) learning projects which encourage people to enjoy and appreciate the nature around them	Out with scope of this charter, an idea for the community to explore further with Aberdeen City Council.

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)	Form the project team and prepare plan for 2022. This to look at targeting organisations to take part in the project. Most of the actions at this stage are geared towards minimising the risk of low participation and engagement. Develop full list of potential partners to engage with	February / March 2022
Designing and Testing Changes (Project Score 4-7)	Undertake a high-profile awareness raising Communicate with and ink up with organisations with regards to their current land ownership and how their land is managed.	March 2022 May 2022

	<p>Promote the benefits of green space and managing the land for nature.</p> <p>Identify suitable organisations (from any sector) to pledge and commit their own support and help promote the project and what is being asked for.</p>	<p>August 2022</p> <p>August 2022</p>
<p>Implementing and sustaining changes that demonstrate improvement (Project Score 7-10)</p>	<p>Follow up on interest from earlier communication and encourage organisations to take next steps.</p> <p>Seek a minimum of 23 organisations to pledge their commitment to managing their land for nature.</p> <p>Monitor each journey, and their outcomes in terms of benefits & barriers identified.</p>	<p>Summer 2022</p> <p>Summer 2022</p> <p>Summer 2022 through 2022/23</p>
<p>Spreading Changes (Project Score 9-10)</p>	<p>Review progress and identify areas for continuation of improvements.</p> <p>Continued promotion of project. Encourage others to take part and talk up their success. Share positive, good news stories. Make use of various communication channels.</p> <p>Celebrate the continued success of all partners and the increase in land managed for nature.</p>	<p>Spring 2022</p> <p>2022 / 2023 and beyond.</p> <p>Throughout 2022</p>

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Community Planning Aberdeen

Progress Report	Fairer Aberdeen Fund Annual Report 2020-21
Lead Officer	Derek McGowan, Chief Officer Early Intervention and Community Empowerment
Report Author	Susan Thoms, Fairer Aberdeen Programme Coordinator
Date of Report	5.1.22
Governance Group	CPA Board – 23 February 2022

Purpose of the Report
To provide the Community Planning Partnership with the Fairer Aberdeen Fund Annual Report 2020-21, at Appendix 1, detailing progress and achievements over the year.

Summary of Key Information
<p>1. BACKGROUND</p> <p>1.1 The Fairer Aberdeen Fund is allocated by Aberdeen City Council and is aimed at tackling poverty and inequality. Funding supports initiatives and services for the most disadvantaged communities and vulnerable people across the City. The programme delivers early intervention and prevention initiatives to address locally identified issues around unemployment, welfare reform and financial inclusion, improving health and enabling more sustainable and empowered communities. The Fund is aligned with the LOIP and Locality Plan themes.</p> <p>1.2 The Fairer Aberdeen Board, which represents a partnership, participatory approach, comprises of the Chair of Community Planning Aberdeen, three Aberdeen City Elected Members, one representative from Aberdeen Council for Voluntary Organisations, one representative from Aberdeen Health and Social Care Partnership, one representative from Police Scotland, seven representatives from priority regeneration areas (appointed through the Regeneration Matters Group), and three representatives from the Aberdeen Civic Forum.</p> <p>2. FAIRER ABERDEEN FUND ANNUAL REPORT</p> <p>2.1. The Annual Report at Appendix 1 details how the Fund was used and the impact it had during 2020-21. £1.6m was allocated by the Council to the Fairer Aberdeen Fund, to be dispersed by the Fairer Aberdeen Board, to tackle poverty and deprivation in the priority areas of Cummings Park, Mastrick, Middlefield,</p>

Northfield, Seaton, Tillydrone, Woodside and Torry, and across the City with vulnerable groups and individuals. A few highlights are summarised here, further detail is available at Appendix 1.

- 2.2. During 2020-21 the Fairer Aberdeen programme was impacted by the Coronavirus pandemic and associated restrictions. Funded initiatives provided regular updates and reported on impact and how they were adapting their services to continue to provide support for vulnerable people most impacted by the pandemic. Services were provided remotely by telephone, email, video calls and social media. There were innovative methods of using technology as well as support for those who were digitally excluded. Services were accessible whenever restrictions allowed, albeit to smaller numbers where necessary to ensure safety of beneficiaries.
- 2.3. Funding was awarded to 40 projects within the main programme, as well as a Community Support Fund to support community engagement, an Employment Support Fund to support costs associated with getting people back into work.
- 2.4. Grants ranged from £2,200 to £158,000 in value. A total of 36,252 people were involved in, or benefited from, funded initiatives, 10,094 of them were under 16 years old. 630 volunteers contributed 120,756 hours of volunteering time with a value of over £1.9m. Despite the pandemic the total number of people supported was higher than in 2019-20 (34,431). The number of volunteers was lower than in 2019-20 (973), perhaps due to many older volunteers being in the shielding category, however some organisations gained additional volunteers who were furloughed and keen to help during the crisis.
- 2.5. The Economy theme promotes inclusive economic growth, removes barriers to accessing employment and helps to maximise household incomes. It also provides opportunities for young people to enter employment, education and training. It provides access to affordable financial services and products, coordinated provision of quality advice and information services, and access to support and skills needed to return to work, including initial engagement, personal development activity and in work support.
- 2.6. Over the year 605 people were involved in employability programmes, 97 people moved into work and 26 young people moved on to employment, education, or training. Numbers were significantly lower than usual due to the pandemic and lack of available vacancies in the city (in 2019-20 270 people were supported into work).
- 2.7. 2,479 people received money advice or income maximisation advice, with 1,012 reporting a total financial gain of £4m, an average of £4,000 per person.
- 2.8. 4,947 people saved with a credit union, providing £1.7m in affordable loans, avoiding reliance on payday loans or doorstep lending.
- 2.9. The People (Children and Young People) theme promotes health and provides parenting and family support, services that meet the needs of young people, and opportunities for young people to secure positive destinations.

- 2.10. Over the year 10,094 children and young people were supported, along with 198 parents and families with complex needs. 257 young people accessed 2,211 counselling sessions and 133 young people were involved in producing youth media. At least 2 families no longer required Social Work support, resulting in a significant saving for statutory services.
- 2.11. The People (Adults) theme promotes health, mental health and wellbeing, community safety, and social cohesion and socially sustainable communities. It supports learning opportunities, volunteering, and increased opportunities to influence decision making.
- 2.12. Over the year 379 people accessed counselling provision delivered online or by telephone, 286 people took part in adult learning activities, 80 older people were supported to develop digital skills and 19 volunteers provided support to rough sleepers. Additional patrol hours were allocated to reduce harm to women involved in the sex trade and to protect communities from the risk and harm caused by prostitution. 45 ex-offenders were supported in the community after their release, 12 secured a positive destination and 3 moved into work.
- 2.13. The Place theme addresses food poverty and supports community initiatives to increase access to healthy and affordable food. It provides community facilities, partnership working, access to recreational and educational activities, support with welfare reform issues, and promotes community capacity building.
- 2.14. Over the year CFINE distributed 615 tonnes of free food (mainly provided through FareShare and donations), the equivalent of 1.8m meals, and 3 community pantries operated with 205 members. Supporting the Council's Covid-19 crisis support line a contactless delivery service was implemented and 20,000 people received 44,378 emergency food parcels. 15,250 children received fruits packs, 4000 people received masks and hand sanitizer, 12,681 people received free sanitary products and 2,000 people received household items and toiletries. 600 food bank users were referred to other services for support and 2,036 received financial support through their SAFE Team. 5 Community Flats/Projects were funded in priority areas, providing youth work, adult learning, support and advice, and inclusion. Using social media, video calls, email and messaging they kept in touch with people who were particularly vulnerable and isolated during lockdown, and provided additional support such as food, energy costs, activity packs and support with home schooling and digital exclusion.
- 2.15. The Fairer Aberdeen Board distributed a £360,000 Pandemic Hardship Fund, £280,000 of which was allocated from the Scottish Government. Grants went to 47 charities and organisations, many of which wouldn't usually receive funding from the Council, and who were very grateful to receive support for their communities. Funding provided food and food vouchers, toiletries, household essentials and fuel top ups to support those in financial hardship, and counselling sessions and activities to support mental health and wellbeing and tackle social isolation. Funding was targeted at those at increased risk due to the pandemic, including people living in the most deprived areas, people living in households on low incomes, younger people, disabled people, minority ethnic households and households with children. An additional 11,500 people were supported, including 5,000 children and young people. Over 300 volunteers

contributed 6,562 hours of volunteer time. Further information on the Hardship Fund is available at Appendix 1.

3 NEXT STEPS

- 3.1 A media release was issued following the Council meeting and reported in the [Press and Journal](#).
- 3.2 The Annual Report is available online at [Fairer Aberdeen Annual Report 2020-21](#).
- 3.3 The Annual Report is being circulated to partners and networks, including funded projects, Priority Neighbourhood Partnerships, Locality Empowerment Groups, Community Planning Partners and the Anti-Poverty Outcome Improvement Group.
- 3.4 The Fairer Aberdeen Fund allocation for 2022-23 will be decided by the Council during its budget setting process in March 2022.

Recommendations for Action

It is recommended that members of the CPA Board:

- i) Note the Annual Report for 2020-21 at Appendix 1 and advise the Fairer Aberdeen Board of any comments; and
- ii) Note the promotion of the report and agree that partners cascade the report widely within their respective organisations.

Opportunities and Risks

Many of the funded projects are valued and appreciated within local communities for the support they provide residents and the positive impact they have.

Failure to continue to address the needs of Aberdeen's most disadvantaged communities would have a detrimental effect for the individuals and communities involved and potentially increase costs in the long term for public services. Supporting people into employment, maximizing people's income, providing early intervention in relation to education and health is not only a better outcome for individuals but reduces the costs involved in responding to the effects of poverty in the long run.

At its meeting of 13.12.21 Council agreed that in an unprecedented year the Fairer Aberdeen Fund initiatives supported those most vulnerable to the impact of the Covid-19 pandemic, and agreed to express sincere thanks to all volunteers and staff involved with the Fairer Aberdeen Fund for the contribution they have made in tackling poverty and deprivation in the city and supporting those most vulnerable to the impacts of Covid-19

Consultation

There was no consultation specifically for the preparation of this report. Feedback comes from regular progress reports provided by funded projects. The Annual Report has been agreed by the Fairer Aberdeen Board and Aberdeen City Council.

Background Papers

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Fairer Aberdeen Annual Report 2020-21



The Fairer Aberdeen Fund is allocated by Aberdeen City Council to tackle poverty and deprivation. The Fund is dispersed and managed by the Fairer Aberdeen Board, a subgroup of the Community Planning Partnership, made up of representatives from the regeneration areas, the Civic Forum, the Council, NHS Grampian, Police Scotland and ACVO (Aberdeen Council of Voluntary Organisations). The Fairer Aberdeen programme is aligned with the themes from the Local Outcome Improvement Plan Economy, Children and Young People, Adults and Place. In 2020-21 funding of £1,640,000 was made available to support work in priority areas and across the city with vulnerable groups and individuals.

Funding was awarded to 40 projects within the main programme, as well as a Community Support Fund to support community engagement, an Employment Support Fund to support costs associated with getting people back into work.

Grants ranged from £2,200 to £158,000 in value. A total of 36,252 people were involved in, or benefited from, funded initiatives, 10,094 of them were under 16 years old. 630 volunteers contributed 120,756 hours of volunteering time with a value of over £1.9m*.

In an unprecedented year the Fairer Aberdeen funded initiatives supported those most vulnerable to the impact of the Covid-19 pandemic. An additional £360,000, some of it Scottish Government Hardship funding, was allocated by the Board to 47 charities and community organisations to support an additional 11,500 people across the city.

*Volunteering time is generally valued as the median hourly pay rate in the area, in Aberdeen this was £15.77. (Office of National Statistics, the Annual Survey of Hours and Earnings (ASHE))

“Our thanks go to the Fairer Aberdeen Board for their support, and we look forward to continuing our vital Covid-19 support project that gives a helping hand to those in crisis.”

**Paul O'Connor, Inchgarth
Community Centre**

“We are very pleased to receive the Fairer Aberdeen Coronavirus Pandemic Hardship Fund to facilitate our COVID-19 community support programme, particularly targeted to the hard to reach ethnic minority communities in Aberdeen. We feel valued.”

**Dr Santosh Gaihre, Organisation
for Nepalese Culture and Welfare**

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FAIRER ABERDEEN FUND

£1.6m invested

36,252 people supported

630 volunteers **120,756** hours of volunteering time

£1.9m value of volunteering

ECONOMY

97 people into work

26 young people moved on to employment, education or training

605 people involved in employability programmes

26 sensory impaired people supported to stay in employment

2,479 people receiving money advice and income maximisation advice

£4m client financial gain, an average of £4,000 per person

4,947 Credit Union savers **£1.7m** affordable loans provided

CHILDREN & YOUNG PEOPLE

10,094 children and young people supported

198 parents and families with complex needs supported

257 young people accessed **2,211** counselling sessions

133 young people involved in producing youth media

ADULTS

379 people accessed counselling provision provided locally

286 people took part in adult learning

80 people involved in producing community media

80 older people were supported to develop digital skills

19 volunteers provided meals and facilities to rough sleepers

PLACE

615 tonnes of free food distributed, equal to **1.8m** meals

2,636 food bank users referred to other services

3 community pantries with **187** members

5 community projects/flats supported in disadvantaged areas

EMERGENCY COVID-19 PANDEMIC RESPONSE

(in addition to above)

£360,000 invested

11,418 people supported

4,705 children and young people supported

ECONOMY

LOCAL
OUTCOME
IMPROVEMENT
PLAN

90% of working people in Living Wage Employment by 2026 –

Promoting inclusive economic growth for our most disadvantaged communities

LOCALITY PLANS

Remove barriers to accessing employment and employment progression

Maximise household incomes

Maximise the employment, education and training opportunities for school leavers

shmuTRAIN (Station House Media Unit) offers comprehensive employability support and skills development training to young people aged 14-19, using community & digital media to engage young people, increase motivation and develop core skills such as confidence, communication, and teamwork, and to support young people to move on to a positive destination.

40 young people participated in the programme. 15 of them moved into positive destinations, 4 into work, 9 into further education and 3 into training. 7 young people secured an SQA, 27 showed improved communication skills and increased readiness for work.

NESS (North East Sensory Services) Employment Service 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.

They worked with 50 clients. 1 person moved into work and 26 were sustained in their current jobs. Support continued during lockdown, mainly remotely.

CAB Money Advice Outreach Project provides advice and information using community centres as drop-in centres, assisting clients to maximise their income from welfare benefits and to reduce levels of debt.

531 clients received money advice and income maximisation advice with a total financial gain of £624,000, an average of £1,625 per client.

St Machar Credit Union improves access to affordable financial services and products and develops credit union membership, by providing and promoting easy access savings accounts for adults and juniors and low-cost loans within the community.

Over the year they gave out affordable loans of over £1.7m, meaning 3,420 people had access to affordable credit, avoiding payday loans or doorstep lending.

Volunteering can give valuable experience and confidence to enable people to get back into work, with appropriate training and support



97 people into work
26 young people moved on to employment, education or training
2,479 people receiving money advice
£4m client financial gain

Prince's Trust Team Programme provides a 12 week personal, social and employability skills development programme for participants aged 16-25 who are disadvantaged, with a high proportion having complex needs including offending behaviour, drug and alcohol issues, behavioural issues, problems with literacy, numeracy, mental health and homelessness.

Over the year 21 people completed the programme, delivered digitally. 2 moved into work and 7 into education, training or volunteering.

Care and Repair provides advice and financial assistance to older people and people with disabilities, to maximise household income and raise charitable funding on behalf of individuals to carry out repairs, improvements, and adaptations to the home.

Over the year 254 households were assisted with income maximisation and charitable funding, achieving a total financial gain of £170,048, an average of £669 per household. 625 households in priority areas received assistance with repairs, adaptations, and handyman services.

shmuTRAIN

Social return on investment for every £1 of funding received by shmuTRAIN there was a return of £3.69

“Our Welfare advice team went to a home working model, we used available tech to facilitate team meetings and communication. We are now using the Near Me platform to do face to face virtual appointments for people when possible. With this new way of working, we were able to reach and support more people, but those who are digitally excluded have had problems.”

CFINE SAFE

Pathways 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.

With Covid-19 restrictions in place all support was provided by telephone and online. There was a 75% reduction in advertised vacancies compared to the year before in Aberdeen. 437 people received support and 85 moved into work. 7 volunteers contributed 210 volunteer hours.

CFINE SAFE (Support, Advice, Financial, Education) provides financial capability support on benefits, budgeting and debt, and a referral system to direct beneficiaries to agencies who can support them to resolve issues. SAFE provides a holistic, person-centred response to the multiple and complex needs of people on low incomes and reliant on emergency food provision.

Over the year 922 clients were seen, 267 of them received financial gain of £1,010,278, an average of £3,783 per person.

**Social
return on
investment
for every £1
of funding
received by
Pathways
there was a
return of
£4.67**

PATHWAYS

CFINE SAFE Disability Action

provides financial capability support for those affected by disability. Confidential non-medical advice is provided, as well as for their carers. Face to face appointments were stopped, but support continued by phone, virtual meetings, a mailing service and using the Near Me platform.

772 clients were seen, 107 of them reported financial gain of £2,220,412 an average of £20,751 per person

PATHWAYS

Pathways' service is normally based around one-to-one jobsearch support, delivered in local communities. As a result of the pandemic all local community centres and projects were forced to close to the public. In addition, Pathways' offices were required to be shut as much as possible.

To counteract this, it was necessary to shift all support to telephone and online support, with staff working from home wherever possible. Clients were supported through telephone or Zoom calls.

For long periods there has been a lack of vacancies, with many weeks where there are no suitable vacancies, or often vacancies advertised for very few hours. The emphasis when working with clients has had to switch to supporting people to maintain their morale (and to an extent their mental health), helping them to look at alternative types of employment and encouraging them to participate in as much online learning as possible to help them up-skill themselves.

With the increasing numbers of people being made redundant or losing their jobs there is also ever-increasing competition for the few jobs which are advertised. Many employers do not even acknowledge receipt of an application, which in turn is very demoralising for clients as they feel worthless if an employer cannot even be bothered to reject them.

A further impact of the pandemic has been on clients who have limited digital skills. This has meant that individual clients often require greater support in the completion of online application forms.

As things start to improve, we will be ready and keen to return to working in communities as soon as possible. Locally available face-to-face work is a vital element of helping people to regain their confidence in the job market and the Keyworkers are very keen to return to this.

CHILDREN AND YOUNG PEOPLE

LOCAL OUTCOME
IMPROVEMENT PLAN

95% of children (0-5years) will reach their expected developmental milestones by the time of their child health reviews by 2026 –

*Ensuring that families receive the parenting and family support they need
Improving health and reducing inequalities*

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

Increasing children's knowledge and understanding of their own physical and mental wellbeing

LOCALITY
PLANS

Improve outcomes for families with the most complex needs

Facilities and services that meet the needs of young people

Fersands Twos Group provides a safe, welcoming and stimulating environment to deliver good quality play and learning experiences to encourage motivation, and enthusiastic learning.

Over the year 44 families received support and 40 children attended the twice weekly pre-nursery group. 750 hours of childcare were provided.

Middlefield Youth Flat and Under 11s work supports young people, especially those with low self-esteem and lack of confidence.

Over the year 50 young people participated in 298 sessions at the Youth Flat, as well as 40 outreach sessions, 45 of them were under 16.

48 young people were involved in Under 11s Work, there were 83 club and small group work sessions. 4 volunteers contributed 249 hours of volunteer time.

Fersands Youth Work Support provides a wide range of youth work services to encourage young people to experience new activities, gain new skills, build relationships, and learn about health issues, employment, and other issues relevant to them.

During lockdown they kept in contact with young people through messaging and social media. Over the year 90 young people participated, 72 of them under 16 years old. 4 volunteers contributed 120 hours volunteer time.

Choices Relationship Revolution

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.

Over the year 650 participants were involved, 70 educational workshops and 45 drop in clubs were held. 96% of young people reported being able to identify violent and exploitative relationships and 95% an increased knowledge of existing support services following participation in the workshops.

There were 12 young people trained and supported to volunteer and 528 volunteer hours contributed.

SHMU Youth Media provides creative opportunities for young people (between the age of 12-19), primarily from the priority areas of Aberdeen, to train and take part in all aspects of the production of regular radio programmes.

During lockdown they redesigned services and piloted a range of online learning options, as well as ensuring young people were given additional support to deal with issues. Parents were also given opportunities to discuss any areas of concern.

A total of 133 young people participated, 34 of them under 16 years old. 33 volunteers contributed 19,82000 hours of volunteering time.

10,094 children and young people supported

198 parents and families with complex needs supported

257 young people accessed

2,211 counselling sessions

133 young people involved in producing youth media



Services for young people support their personal, social and educational development, enabling them to develop their voice, influence, and place in society and to reach their full potential

Home-Start coordinate home visiting support to families identified as at risk and hard to reach, working to prevent further crisis and family breakdown.

41 families in priority areas were supported. 35 families reported reduced isolation, and reduced levels of family conflict or stress. 2 families no longer required Social Work support. 34 families were supported with financial issues, 2 people moved into volunteering and 34 volunteers contributed 1375 volunteering time.

Befriend A Child provide accessible group activities for children involved in the Befriend A Child scheme. One is based at Woodside Primary School, accessible to children from Tillydrone, Seaton, Fersands, Woodside and the other is in Cummings Park.

38 children and young people were supported using technology and home activity kits. 4 volunteers contributed 460 hours of volunteering time.

St Machar Parent Support Project Positive Lifestyles provides support to young parents, helping them identify issues and to engage with the relevant agencies before they reach crisis point, preventing future long term need for statutory services.

139 people participated in the programme and 25 parents were referred on to relevant agencies for further support. 191 people were supported to claim grants totalling £25,500. 26 young people under the age of 16 were helped by the support provided to their parents.

Mental Health Aberdeen provides ACIS Youth Counselling, where 114 young people accessed 1387 counselling sessions. ACIS Youth also operates in Torry, where 91 young people accessed 597 counselling sessions in Primary and Secondary schools.



Geronimo – Time to Play is delivered by Aberdeen City Council's Creative Learning for parents and their early years children (0-5 years) to play and be creative together. Through play, creativity and risk Geronimo aims to improve parents' confidence in taking part in their children's learning and to be confident in their own ability to think creatively and be able to find opportunities to play in any environment; a supermarket queue, at home when feeling busy, or out in the rain.

They worked closely with Family Learning over the year, at a time when services were overwhelmed by the referrals of individuals and families in need of support around wellbeing and the impact of lockdown. They adapted by delivering sessions in community settings and aligning their work with the Fit Like Hubs. Outdoor learning took place at the Grove and live online events and video resources were provided. 271 people took part in sessions, 127 of them under 16 years old.

“For children who were not able to leave the house due to self - isolation, or whose parents were struggling to support their physical and emotional health, we provided extra direct support. This was on an individual needs basis and the support was provided in conjunction with education and social work (if social work were involved with the child). An example of support was fun, engaging activities the child could do at home, and we provided them with activity sheets and any materials required. Activities included simple baking recipes, craft activities, ideas on outdoor games or keeping fit. For some of the children we also purchased play equipment and general arts and crafts materials.”

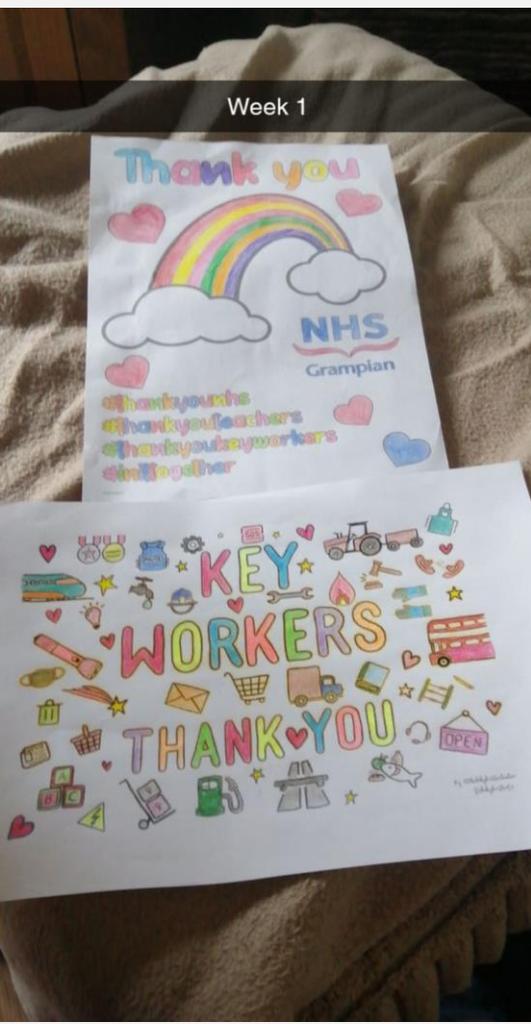
BEFRIEND A CHILD

ACIS YOUTH COUNSELLING

We noticed that those clients who accepted video or telephone counselling tended to need more than the originally planned 10-12 sessions as many of them were a great deal less well, especially during the second phase of lockdown over the winter. Generally we would state that many of our clients presented at the more 'worrying' levels of low mood, loneliness, isolation, suicidal ideation; self-harm, etc. and require counsellors to work at greater depth and to offer more sessions than we would normally ask young people to attend.

We also recognised that some clients grew increasingly more anxious as they noticed that we were looking towards a managed ending of contract and we had to be mindful of the young person's need in each single case. Frequently we would 'tail off' sessions gradually rather than have an abrupt ending, to allow the young person to take stock on how they coped for example, with a two week contract rather than a weekly one, moving to three weeks and finally once a month for a 'check in', to allow a more gradual weaning off from counselling generally.

This was not the case before the pandemic or, if it arose, only in isolated client cases, whereas presently the young people's NEED for support has grown more urgent, for sure.



ADULTS

LOCAL OUTCOME
IMPROVEMENT PLAN

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

Supporting vulnerable and disadvantaged people, families and groups

Encouraging adoption of healthier lifestyles

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

Ensuring people on community sentences and liberated from prison have better access to services

LOCALITY
PLANS

Improve health, mental health and wellbeing

Access to learning opportunities to develop digital skills and use the internet safely

Enhance social cohesion and socially sustainable communities

Increased opportunities to influence decision making

Improve community safety to keep people safe

Prevent and reduce levels of substance misuse

379 people accessed counselling provision provided locally

286 people took part in adult learning

80 people involved in producing community media

80 older people supported to develop digital skills

19 volunteers provided meals and facilities to rough sleepers

45 ex-offenders supported

Mental Health Aberdeen provides adult counselling in Torry, where 158 clients accessed the service and 869 counselling sessions were provided; and in Calsayseat Surgery, where 126 clients accessed 931 counselling sessions.

Pathways to Wellbeing provides locally based, easily accessible counselling services.

They provided counselling through a telephone-based service. 95 people accessed 991 counselling sessions delivered. 7 volunteers contributed 300 hours of volunteering time.

Printfield Feel Good Project and Tillydrone Health & Well Being Project provide Complementary Health sessions to increase relaxation and wellbeing.

During lockdown sessions were provided remotely. 35 people accessed 296 sessions and 2 volunteers contributed 40 hours of volunteering time.

SHMU Community Reintegration Support Service works with ex-offenders, following their release, to create strong, supportive community networks and develop effective community based multi-agency working.

24 offenders participated in the programme within prison and 12 in the pre-release programme. 27 participants engaged with appropriate support services post release. 12 participants secured a positive destination after release, 5 volunteering in the community, 3 into education, 1 into training and 3 into employment.

GREC Language and Integration Project provides employability ESOL classes within priority areas and a Language Café to offer opportunities to build confidence in speaking English.

Services and classes were moved online with smaller groups to ensure understanding of the new format. 65 people of 25 nationalities participated. 22 people took up employability support as a result of the project. 83% of participants reported increased confidence and skills in employability related English.

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. 20 clients participated in the course and 6 secured employment, training or education as a result. 203 hours contributed 120 hours of volunteer time.



Services for adults focus on improving health, mental health and wellbeing, learning and skills development, community capacity building, volunteering, and reducing isolation

Aberdeen Cyrenians Street Alternatives provides a volunteer led service offering practical support to people in Aberdeen City who are sleeping rough or who have no access to cooking or personal care facilities.

Due to Covid-19 restrictions the service moved to a food parcel delivery service, then collection from their premises. 2000 people were supported through the food parcel delivery service, 175 people supported for mental health and wellbeing, and 110 helped with claiming benefits. 19 volunteers contributed 750 hours of volunteering time.

SHMU Connecting Communities Through Community Media supports the production of community media in regeneration areas, exploring and addressing local community issues and developing skills by providing training and support, developing opportunities for underrepresented voices to be heard across the city; creating a wide range of benefits for individuals and communities, fostering a spirit of engagement and partnership working; developing transferrable skills in participants; and contributing towards increased social capital.

31 volunteers were supported to produce community magazines. 23,900 copies were delivered 3 times a year in 7 priority neighbourhoods. 49 volunteers were supported to produce radio programmes, including 12 community shows broadcast weekly in priority areas.

131 organisations worked in partnership with SHMU over the year and a total of 195 participants were involved. 80 volunteers contributed 29,901 hours of volunteer time.

“The last year has been an exceptionally difficult time for **CFINE**’s staff and volunteers, all of whom have shown dedication and commitment, many going above and beyond in order to rise to the challenge posed by Covid-19. The effects of lockdown have been profound, with many of our regular volunteers being required to shield. The response from the public has been incredibly positive, which contributed to keeping morale high during the darkest months of lockdown.”

CFINE adapted quickly to the pandemic, working in partnership with the Council and 3rd sector partners to provide food for those in need across the city. Staff and volunteers were designated key workers and worked hard to ensure residents had access to essential supplies. With community food outlets closed they increased the amount of fresh fruit and veg in food parcels. They implemented new and innovative ways of providing access to food and sanitary products including home deliveries, some by e-cargo bikes, ‘Vegaroonitooon’ veg box scheme, a ‘personal shopping’ service for particularly vulnerable people, and the development of a new mobile pantry.

Aberdeen Cyrenians won the accolade of Key Worker (Team) at the Evening Express Aberdeen’s Champion Award - achieved through all members of staff working together to be able to help our service users as much as possible in difficult circumstances. All staff have had to adapt to the situation and rose to the occasion, whether that meant working in the kitchen, making up food parcels, providing support over the phone or collecting and transporting donations. Although Street Alternatives was hugely missed, the team managed to still meet a large amount of our service user’s needs during a challenging time for everyone.

Silver City Surfers provide one to one computer tutoring for over 55s in the City Centre, and Northfield/Cummings Park areas, so they can confidently learn how to use the computer and surf the internet safely in a welcoming and social environment.

Help and support was provided online to 80 learners and 40 devices provided for people who were isolated and unable to get online. 40 volunteers contributed 5,000 hours.

Police Scotland Operation Begonia is a joint initiative involving Police Scotland and partner agencies with the two aims of preventing sexual exploitation and supporting those who find themselves involved in selling or exchanging sexual activity. It provides dedicated, directed patrols with the aim of using a trauma informed approach to signpost those involved in sex work towards services and more positive destinations.

Begonia was set up to reduce harm to women and men involved in the on street sex industry and to protect communities from any real or perceived threat, risk and harm caused by prostitution.

During the year there were 305 separate interactions with sex workers. 12 new women were encountered through street work patrols and referred to partner agencies. Begonia patrols access rape alarms, toiletries, and snacks to give out when needed. There were 768 hours of dedicated additional patrol time undertaken in Aberdeen to address on street prostitution. 91 male perpetrators were stopped, educated, or charged regarding kerb crawling offences to try and discourage males from frequenting identified areas, in support of local communities.

CFINE



PLACE

LOCAL
OUTCOME
IMPROVEMENT
PLAN

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

Increasing food resilience at individual and community level by establishing self-governing community co-operatives to offer further supportive ways of providing food

LOCALITY
PLANS

Increased opportunities to access high quality, fit for purpose facilities

Appropriate spaces and facilities to support play and recreational activities

Celebrate and promote heritage and culture

Tidy and well-maintained communities

Support community capacity building through the use of technology

Cummings Park Community Flat, Printfield Community Project, Tillydrone Community Flat and Seaton Community Flat provide resources for community activity; venues for a range of organisations that offer support, information and advice; and support community capacity building and adult learning. They support people with welfare reform issues and help to address isolation.

Despite having to close their doors for part of the year due to Covid-19 restrictions they redesigned and adapted services to continue providing support for many vulnerable people most impacted by the pandemic. This included help with food and energy costs, as well as issues such as mental health, loneliness and isolation, home schooling, and digital exclusion.

Seaton Community Flat kept in touch with people through social media, email and video calls. When open they were able to provide a space for organisations to meet clients while complying with social distancing guidelines. They introduced Microsoft Translate to help non English speaking clients to access resources and information.

A total of 162 people were supported, and 4 volunteers contributed 60 hours of volunteer time.

Cummings Park Community Flat continued to offer support by video calls and daily messages and phone calls to check on people who were lonely, scared, and isolated. Food parcels were provided, and people directed to food distribution points 144 people accessed support and 16 volunteers contributed 1,000 hours.

Printfield Community Project provided a creche, afterschool club, and youth services when they were able to be open. During lockdown they provided supermarket vouchers, contributions for gas and electricity, and food parcels twice weekly for 30 families. 40 volunteers contributed 450 volunteer hours.

Tillydrone Community Flat provided support through phone calls, video meeting and social media during the time they were closed. They secured funding to support 122 people with fuel costs and 48 people with top ups for mobile phones and data usage. They provided 760 food parcels and continued to offer support to people affected by isolation, separation from their families, home schooling and lack of outdoor space.

130 people got support with welfare reform issues. A total of 322 participants were involved, 97 of them under 16 years old. 10 volunteers contributed 350 volunteer hours.

Affordable food provision is being increased by the development of community pantries, to deliver a more sustainable approach to food poverty



615 tonnes of free food distributed equal to **£2.1m** or **1.8m** meals
2,636 food bank users referred to support services
20,000 people received
44,378 emergency food parcels delivered
5 community projects/flats supported in priority areas

CFINE (Community Food Initiatives North East) moved quickly when lockdown was announced, in order to provide a rapid and effective response. The food bank closed, and they switched to a contactless home delivery of food parcels, including direct referrals and requests from the emergency helpline set up by the Council.

44,378 emergency food parcels were supplied through the emergency contactless food delivery directly to 20,000 people as well as a weekly supply to 187 partner organisations.

15,250 children received fruits packs, 4000 people received masks and hand sanitizer, 12,681 people received free sanitary products and 2,000 people received household items and toiletries.

600 food bank users were referred to other agencies and 2,036 people accessed financial support through their SAFE Team. 231 volunteers contributed 55,440 hours of volunteer time.

COMMUNITY ENGAGEMENT

“Being on the Fairer Aberdeen Board is an important role; it has a big impact on the city. We need to represent our own communities but also see the bigger picture.”



Regeneration Matters is a forum of community representatives from all the regeneration and priority neighbourhoods in Aberdeen City who nominate 7 members to sit on the Fairer Aberdeen Board along with 3 representatives from the Civic Forum. The group continued to meet virtually every month to discuss issues of interest across all the communities, as well as managing the Community Support Fund to support community engagement and empowerment. Over the year the Fund supported Community Networks, printing and distribution of Community Newsletters, IT support and communications.

For more information on joining the group email faireraberdeensfund@aberdeencity.gov.uk

PANDEMIC HARDSHIP FUND

£360,000 was allocated to the 47 charities and community organisations listed.

Funding provided food and food vouchers, toiletries, household essentials and fuel top ups to support those in financial hardship, and counselling sessions and activities to support mental health and wellbeing and tackle social isolation.

Funding was targeted at those at increased risk due to the pandemic, including people living in the most deprived areas, people living in households on low incomes, younger people, disabled people, minority ethnic households and households with children.

Over 11,500 people were supported, including 5,000 children and young people. Over 300 volunteers contributed 6,562 hours of volunteer time.

- Nepalese Himalayan Association Scotland
- Inchgarth Community Centre
- Leanne Fund
- Archie Foundation
- St Machar Parent Support
- Printfield Community Project
- SANDS
- AberNecessities
- Seaton Community Church
- Aberdeen Bangladeshi Welfare Trust
- Middlefield Community Project
- Grampian Autistic Society
- Team Jak Foundation
- HomeStart Aberdeen
- Sunnybank Community Centre
- Alcohol & Drugs Action
- Langstane Housing
- Aberdeen Cyrenians
- Rosemount & Mile End Community Council
- African Women's Group Scotland
- Police Scotland
- RCC Jesus House Aberdeen
- Froghall Community Centre
- Pathways
- Catalyst Vineyard Church
- Aberdeen Foyer
- Earth & Worms
- ACIS Youth - Mental Health Aberdeen
- Tillydrone Community Campus Food Pantry
- SensationALL
- TripleA's - Autism Awareness Association
- One Seed Forward
- Gerrard Street Baptist Church
- Quarriers
- Igbo Community Aberdeen
- Inspire PTL
- Rotary Club Aberdeen (St Fittocks)
- Silver City Surfers
- Powis Community Centre
- Old Torry Community Centre
- Organisation for Nepalese Culture & Welfare
- GREC
- Befriend A Child
- Tillydrone Community Flat
- Fountain of Love, Aberdeen
- Northfield Community Learning Association
- African Council Ltd



THANK YOU

Thank you to all the participants, staff and volunteers who have contributed to this report and to the Fairer Aberdeen programme over the year, and to all those that stepped up their efforts to support the people of Aberdeen during the pandemic.

PANDEMIC HARDSHIP FUND 2020-21

We received many messages of thanks from organisations that received funding from the Fairer Aberdeen Coronavirus Pandemic Hardship Fund. We thank you for all you have done, and continue to do, to support the people of Aberdeen.

fairer
ABERDEEN
board

We are extremely overwhelmed and grateful to hear we have been successful with our recent funding application from the Fairer Aberdeen Coronavirus Pandemic Hardship Fund. To be awarded the full amount is totally amazing and I would like to thank every single person, who was part of the decision process. This funding will definitely help us to continue providing a crucial service to our community during the coronavirus pandemic.

Steven Lamb, Fundraising
Coordinator/Treasurer/Trustee, Northfield Community Learning Association SCIO

This funding enables us to carry on the work of supporting families with food and encouragement through this most difficult of times. It has come to us at a time when resources are low so is essential for us to keep serving our community. We are so grateful for your support.

Comfort Yates, Gerrard Street Baptist Church

We are so grateful to receive this incredible donation from the Fairer Aberdeen Coronavirus Pandemic Hardship Fund. The impact of the pandemic and multiple lockdowns has been felt hugely for many. For those already facing hardship this has had a disproportionate impact. Thanks to this generous funding we can truly make a difference for these families; not only by providing them with the essential items they so desperately need, but by alleviating some pressure and stress facing them during this challenging time.

Danielle Flecher-Horn, Founder
AberNecessities

SensationALL are extremely grateful to the Fairer Aberdeen Fund Board for supporting our project and allowing us to reach a wider demographic. These funds will go directly into expanding our "Chill Oot" programme in Aberdeen, a mental health and self-regulation social group aimed at children, designed to help develop vital coping strategies and techniques that build resilience and confidence, and has been shown to ease anxiety, worries and anger management issues. Thank you!"

Katie McNutt, Charity Manager, SensationALL



The Rosemount and Mile End Community Council are delighted to receive funding from the Fairer Aberdeen - Coronavirus Pandemic Hardship Fund for the provision of food vouchers to individuals and families in need.

George Horne, Chair, Rosemount and Mile End Community Council

We are so grateful to Fairer Aberdeen Hardship Fund for allowing us to extend our support to Bangladeshi people in Aberdeen who have been seriously affected by this Covid 19 pandemic.

Farhadur Chowdhury, Secretary, Aberdeen Bangladeshi Welfare Trust

Earth & Worms would love to express our appreciation and gratitude for being awarded a grant which will enable us to help those affected by Coronavirus in our area. The outdoors and especially gardening is powerful in building confidence and alleviating adverse mental health.

Page 139 John Sergison

Earth and Worms, Tillydrone



The award is an incredible boost to the area at a time of terrific challenge. We are very grateful to the Fairer Aberdeen Board, with representatives from the local communities, for dedicating their time and energies to giving this level of support to our community. We will be able to provide a range of support from basic food support to active transport and wellbeing improvements to local amenities.

Ron Bird, Community Worker, Middlefield Community Project

Thank you to the Fairer Aberdeen Board for supporting our funding application. COVID-19 resulted in the closure of many community facilities and this award helps us to reach out in Torry during the pandemic. By working with CFINE we can both help as many folk as possible in these difficult times.

David Fryer, Chair
Old Torry Community Centre

We are delighted to have been awarded funding from the Fairer Aberdeen Hardship Fund. Every day Quarriers' staff see the significant impact of the pandemic on carers and people living with epilepsy. This funding will make such a positive difference and will ensure their basic needs of heat, light, clothing, and food are met during these unprecedented times.

Gerv McGrath, Operational Manager, Quarriers

The African Women' Group Scotland would like to thank the Aberdeen City Council for their support for our community in this difficult time. We appreciate their support.

Bertha Yakubu
African Women' Group Scotland

This generous donation from the Fairer Aberdeen Fund will enable Inspire to ensure that the local people we support in Aberdeen City, all of whom have learning disabilities, continue to have the opportunity for social interaction, engagement and physical and mental stimulation during this current period of lockdown when they, like all of us, are having to spend more time at home and less time doing things with the people and in the places that they love.

Andrew Reid, Development Manager, Inspire

The Leanne Fund are delighted to be awarded this funding from the Fairer Aberdeen Fund which will allow us to provide essential support to children and young people affected by Cystic Fibrosis in Aberdeen city. This support has never been more vital and is welcomed by the CF teams at Aberdeen Royal Infirmary and the Royal Aberdeen Children's Hospital who partner with us to ensure we are able to help those most in need during this crisis.

Chrisetta Mitchell, Development Manager, The Leanne Fund

Team Jak are absolutely delighted and honoured to have received a fantastic £8,400 to help us create smiles and ease the journey for our inspirational families of children and young people with cancer within Aberdeen throughout their toughest times. Thank you so much!

Allison Barr, Chief Executive, Team Jak Foundation

Thank you to the Fairer Aberdeen Board for the kind donation to Aberdeen Sands. Due to COVID-19 we are unable to host face to face support meetings or meet families in person. We are having to rely on social media and zoom to support these families following the loss of their precious baby and also support those who are expecting after a loss. This funding will be invaluable for us to enable us to continue supporting all bereaved families and we are very grateful for the donation.

Fiona Donald, Chair, Aberdeen SANDS



Organisation for Nepalese Culture and Welfare (ONCW) is very pleased to receive the Fairer Aberdeen Coronavirus Pandemic Hardship Fund to facilitate our COVID-19 community support programme, particularly targeted to the hard to reach ethnic minority communities in Aberdeen. We feel valued.

Dr Santosh Gaihre, Co-founder & Trustee, Organisation for Nepalese Culture and Welfare

The pandemic continues to make it incredibly difficult for charities like ARCHIE to raise the necessary funds to support families when they need it most. It was such a relief to learn that the Fairer Aberdeen Hardship Fund will be supporting ARCHIE's emergency grant service and it is great comfort to know that despite the difficulties the charity is facing as a result of the pandemic we can continue helping those in our community who need it most.

Paula Cormack, Chief Executive
The ARCHIE Foundation

We are delighted to be awarded a grant from the Fairer Aberdeen Coronavirus Pandemic Hardship Fund, especially given the high volume of applications. Working during the pandemic has brought into sharp focus the impact of the current situation on families and individuals through the area who are struggling with a barrage of issues from home working, furlough, job losses, increased energy and food costs, home schooling, loneliness and increased mental ill health.

Fiona Young, Development Worker, Tillydrone Community Flat

Pathways is delighted to secure this extra funding from the Coronavirus Pandemic Hardship Fund, which will enable us to support people struggling with their mental health, helping them to address the anxieties they face and provide coping mechanisms for the future.

Malcolm Pritchard, Manager, Pathways

These are unprecedented times for all of us, none more so than for those living with autism where much needed routine and predictability is severely compromised. Our services are needed more than ever and this grant from Fairer Aberdeen Coronavirus Pandemic Hardship Fund will make a big difference helping us to deliver our services to those who really need it.

Margaret Hodder, Chairperson
Grampian Autistic Society

On behalf of the Keep Growing Aberdeen partners we would like to thank the Fairer Aberdeen Hardship Fund for enabling us to provide food growing kits to families in the city this year. The funding will also allow us to help residents in three regeneration areas to build resilient community groups by creating their own raised beds within their localities that can be used for food growing and sharing and intergenerational learning.

Bob Donald, Chair, One Seed Forward

We are very grateful for the award of this funding will make a huge difference to families facing real financial hardship. It will address food insecurity by providing them with a regular, guaranteed source of food, allowing them to provide a healthy diet for their children.

Eleanor McEwan, General Manager, Home-Start Aberdeen

Silver City Surfers is delighted to be the recipient of the Fairer Aberdeen Hardship Fund. The funding will help us provide new equipment to those who are over 55 and empower them to take advantage of a whole new world of communication and information.

Nelly Jaka, Coordinator, Silver City Surfers





The grant of £5500 will make such a difference to the Families with Children and Vulnerable Adults whom we support at Printfield Community Project. There are so many pressures through home schooling, furlough and fear around redundancy and unemployment. This grant will help to alleviate some of these worries.

Kit Trail, Coordinator, Printfield Community Project

Sunnybank Community Centre would like to thank the Fairer Aberdeen Board for awarding us the much needed funding as there is an overwhelming need now more than ever for support, for the community by the community.

Sarah Beattie
Sunnybank Community Centre

We are absolutely certain that the beneficiaries will be most enthused to receive this help, and on their behalf we express gratitude to the council and the Fairer Aberdeen Fund Board for making available such much needed help.

Olushola Ajide, Project Manager, Fountain of Love

Inchgarth Community Centre is delighted to have received £15,000 to support the residents most in need across 15 communities in Aberdeen South. Every penny of this grant will be distributed to families and individuals most in need or to purchase supplies to be distributed. Our thanks go to the Fairer Aberdeen Board for their support, and we look forward to continuing our vital Covid-19 support project that gives a helping hand to those in crisis.

Paul O'Connor, Manager, Inchgarth Community Centre

The Rotary Club has over the last 9 months provided direct assistance in various forms to support groups and organisations based in the Torry area of Aberdeen. We are thankful to the Fairer Aberdeen Coronavirus Pandemic Hardship Fund for awarding us this grant which will allow us to continue to provide support directly to those that have been affected by the ongoing pandemic.

Sheena Anderson
Rotary Club of Aberdeen St Fittick

This is amazing news and we are beyond grateful. We have been supporting many of our community members during the ongoing Covid pandemic and the requests for support are increasing, not only for food but other items normally taken for granted – household fuel, travel fares, clothes, educational resources, baby supplies, cleaning & toiletries are a few of the requests we receive.

Mark Kaczmarek
Tillydrone Community Campus Food Larder

“A huge thank you for your timely and welcome support”

“a huge relief for us, one less thing for us to worry about at a difficult time”

**absolutely fantastic
truly appreciated**

“I don’t know what we’d have done without it”

11,548 people

“a huge thank you!”

delighted!

thank you

It’s been lifesaving!

“a vulnerable group often stigmatised and overlooked for positive support”



Community Planning Aberdeen

Progress Report	Child Friendly Cities
Lead Officer	Eleanor Sheppard, Chief Education Officer
Report Author	Matt Reid, Development Officer, ACC
Date of Report	6 th January 2022
Governance Group	CPA Board – 23 rd February 2022

Purpose of the Report
This report is to update members on our current progress in regard to the Unicef Child Friendly City programme and outline our next steps.

Summary of Key Information
<p>1.1 BACKGROUND</p> <p>There are four key stages to the Child Friendly Cities programme:</p> <ul style="list-style-type: none"> • Discovery – The council, partners, community and children and young people come together to discuss and agree their priorities. Identify their six ‘badges’. • Development – An action plan is drafted and approved showing how the council and partners will achieve progress in those badges. • Delivery – The council and partners work with the local community and children and young people to carry out and deliver on the action plan. • Recognition – An independent panel of experts assesses the council’s progress and decides whether to recognise the city/community as ‘child-friendly’. <p>As a Community Planning Partnership we are currently on the ‘delivery’ phase with a great deal of activity taking place across the partnership.</p> <p>Over the last few months we have accelerated our work and appointed a Project Manager 0.5fte to coordinate and manage the project. In addition, individuals with some historic involvement in the project and a detailed knowledge of children’s rights. Eleanor Sheppard (Chief Education Officer, ACC) and Jade Leyden (Community Development Officer, ACC) have been identified to support the strategic vision and coordination of the project and to help provide some of the strategic and operational capacity to accelerate progress.</p> <p>Community planning partners have been identified to coordinate and support the delivery of our identified actions for each of the 6 ‘badge’ areas which underpin the programme.</p> <ul style="list-style-type: none"> • ‘Cooperation and Leadership’ (Neil McDonald, Police Scotland), • ‘Communication’ (Neil McDonald/Murray Main, Police Scotland) and

- 'Culture' (Tracy Davis, NHS).
- 'Place' (Gale Beattie and Claire McArthur, ACC)
- 'Child-Friendly Services' (Tracy Davis, ACC) and
- 'Participating' (Brian Webb, ACC).

The CFC Project Board has also recently agreed a new Terms of Reference to ensure that there is greater clarity on the roles and expectations of partners involved in the programme.

1.2 PROGRESS

A number of key milestones have been reached and several key pieces of work have been undertaken and delivered against our action plan.

Cooperation and Leadership:

- Review and update of Integrated Impact Assessment (IIA) and associated guidance documents will ensure that children's rights are fully considered in decisions that affect the lives of children and young people as part of committee processes.
- Data and Insights considering how children's rights will inform re-design work over 2021/2022
- Young people involved in the development of ABZ works website

Communication:

- Development of new approach to raising public awareness of CFC journey and children's rights was launched on World Children's Day (20th November 2021). This takes the form of a series of multiagency focussed short videos which will highlight and showcase work being undertaken and successfully delivered. Stats from Police Scotland of related World Children's day related posts suggest and organic reach of 64,000 views/hits.
- Communication Training with Unicef UK for internal comms staff (ACC, NHS, Police Scotland)/Public Communications Group scheduled for early 2022 with a view to a further training for external comms staff and other partner organisations.

Culture:

- Education service developing an audit tool to support schools to fully take account of all 54 articles
- NHSG Board member identified as champion / ambassador for children's rights
- Ongoing work by Police Scotland to improve relationships between the police and children and young people.
- NHSG engaging directly with children and young people to develop 'key messages for the workforce aligned to staff wellbeing transformation programme

Child Friendly Services

- Multi-agency Fit Like Hubs established in light of data
- Young Leaders of learning support self-evaluation of schools. New programme launched and training for children taking place in January 2022.
- Young people being asked to help design school buildings of the future
- NHS have identified priority areas of activity for next quarter – engagement with children and young people re school nursing and neurodevelopmental pathways
- Continuing to embed children’s right into the framework for the developing Integrated Family Portfolio (NHS operational model)
- Ensuring remobilization and renewal plans reflect children’s rights (NHS)

Participating

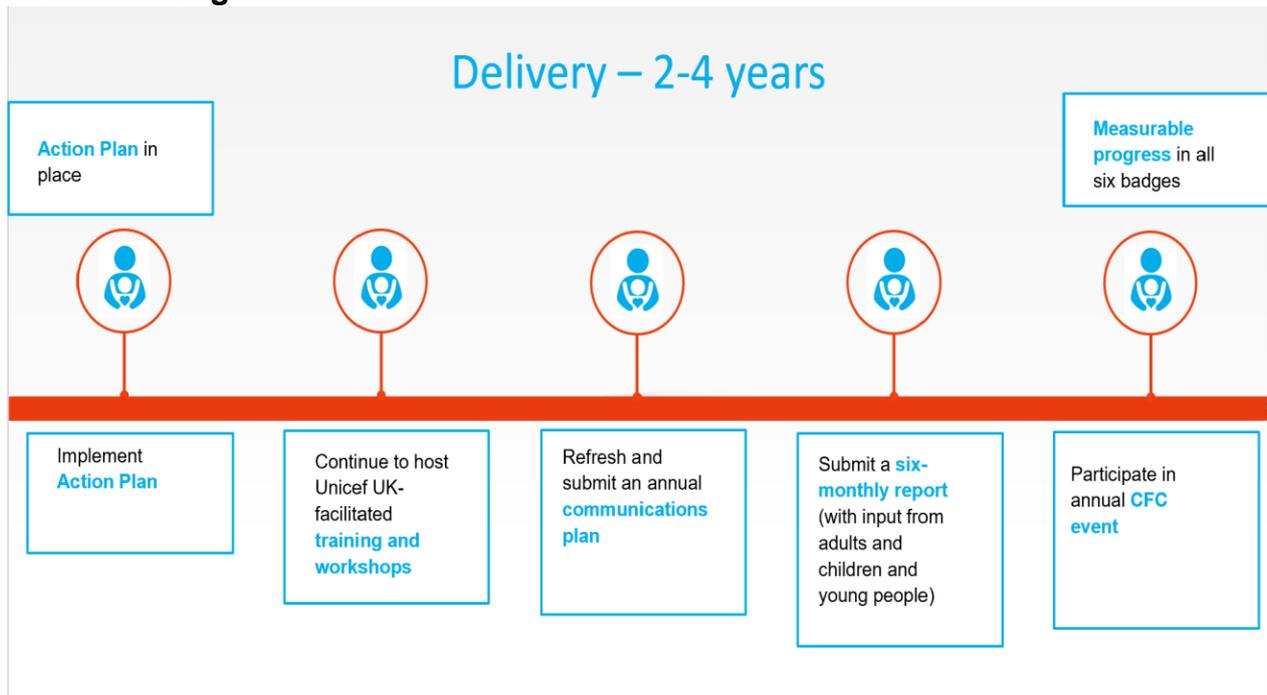
- A youth participation network has been formed which will ensure that children and young people are able to directly influence decision-making. Initial meetings have taken place to ensure sustainable mechanisms for youth engagement are created and supported. This will be central to the programme’s youth governance structure.
- A youth engagement toolkit has been jointly developed by Aberdeen City Council and Aberdeen Foyer. This will support consistency of approach to meaningful youth engagement through robust guidance. The toolkit is currently being tested and finalised before public launch (early 2022).
- Preliminary design work undertaken to create a public facing area within the CPA website to raise awareness of the CFC programme and communicate progress.
- Multi-agency project to develop a youth hub at Tesco (Woodend) which has subsequently been shortlisted for the Chief Constable’s Excellence Awards

Place

- Development of focussed and interactive engagement sessions with several primary schools to provide opportunities for children to consider and influence proposed new Union Street Central pedestrianised area, the transformation of the Beachfront and the creation of a new Beach Urban Park. Wider engagement also promoted with young people and youth groups. Results of this engagement will influence aspects of the detailed design work for both the City Centre Masterplan and Beach transformation as well as provide a new model for broader engagement on civic projects.
- Proposed Local Development Plan submitted to Scottish Ministers for examination in Public (22 July) – Child Friendly version of the plan to follow once examination completed.
- Discussion with Architecture and Design Scotland (A&DS) regarding children and young people’s version of the Place Standard Tool. Draft version expected to be available in August for piloting. Discussions ongoing about ACC participating in this.

With the new model of distributed leadership, there is an increased sense of shared ownership and collective responsibility which will enable us to continue making good progress with our CFC journey.

1.3 Action Log Frame



Despite the continued operational challenges presented by the ongoing pandemic, progress has continued within the programme. The next key milestone is the completion and sign off of our 'Action Log Frame'. Through close multi-agency working, we have finalised a draft copy of this document which will form the basis of much of our work and activity within the 'Delivery' phase of the programme.

Work has already begun in a number of areas to ensure that progress is maintained and a review will take place in the first quarter of 2022 to take full account of progress to date.

NEXT STEPS

Key Milestone	Timescale
Endorsement and sign off of 'Action Log Frame'	February 2022
Launch of public facing web page on CPA website	February/March 2022
Ongoing series of CFC video shorts to be released and promoted via corporate/multi-agency social media platforms	Ongoing
Regular 6 weekly review meetings with Unicef to discuss progress.	Ongoing

Recommendations for Action

It is recommended that the CPA Board:

1. Approves draft Action Log Frame in principle.
2. Continues to endorse our Child Friendly City work, promoting children's rights and engages with relevant training opportunities.
3. Receive future progress reports and monitor actions where necessary.
4. Note next steps.

Opportunities and Risks
<p><u>Opportunities</u></p> <ul style="list-style-type: none"> • Shared ownership and leadership of the programme through the action plan and community planning partner project group. • Improved coordinated strategic planning across council services and community planning partners. • Increased consistency of approach across council services and community planning partners. • Increased opportunities for collaborative working and data sharing. • Adoption of a 'Children's Rights Based Approach' (CRBA) across council services and the partnership. <p><u>Risks</u></p> <ul style="list-style-type: none"> • Cancellation of some training sessions have had a detrimental impact on our ability to embed a consistent understanding of children's rights and a CRBA. Further delays will have a negative impact on key aspects of our action plan. • Some continued uncertainty due to the current ongoing global pandemic may have some continued impact on a range of council services and partnership stakeholders. Some mitigation may need to be considered where relevant.
Consultation
CPA Management Group
Background Papers
Unicef's 'Badges Framework' Aberdeen City draft Action Log Frame

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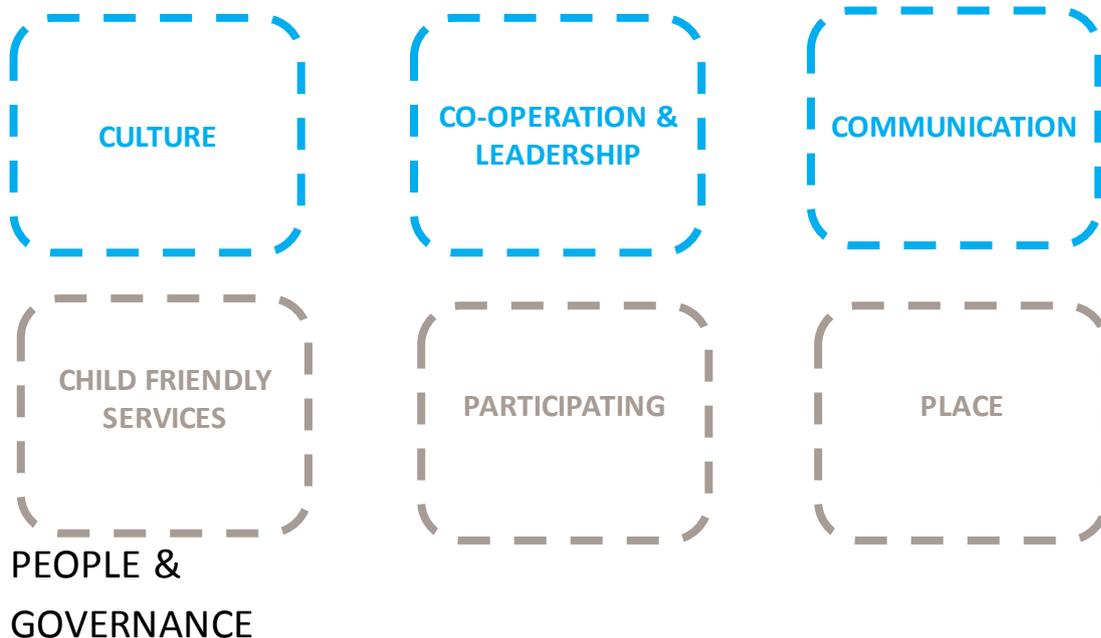
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ACTION PLAN

Towards recognition as a Unicef Child Friendly City / Community

Local Authority name: Aberdeen City

Date: 18/12/21



Programme Co-ordinator/s in (name of LA): Matt Reid

Programme Champions in Aberdeen: Awaiting guidance on role from Unicef

Scrutiny body: Partnership Board

OUTCOMES

Key outcomes you will be working towards – one for each badge.

1. **1 Culture** - The 'vision of childhood', fundamental to a child rights-based approach (CRBA) is understood and promoted because staff know how to effectively practice and embed a child rights-based approach.

2. **Cooperation & Leadership** - Leaders within and beyond the local authority understand and value the importance of incorporating children's rights, needs and views in decision-making.
3. **Communications** – Comms staff and local media understand and value a child rights perspective *and* CFC status is regularly communicated to all members of the community (including children and young people) in a manner that is accessible and appropriate .
4. **Child Friendly Services** - All services, including health, justice, social services, and others are child friendly.
5. **Participating** - Children and young people's views are considered in decision making processes and there is clarity about how their participation has made an impact .
6. **Place** - Urban planning services apply a child rights-based approach (CRBA) to design, development, and provision, this will include participatory research.

CULTURE

	Some progress <i>Activities/Outputs</i>	Meaningful progress <i>Activities/Outputs</i>	Significant progress <i>Activities/Outputs</i>	Sustainable progress <i>Purpose</i>	Outcomes	Impact
	<p>1) Baseline evaluation undertaken to establish current levels of understanding and to identify training need and inform training offer for senior decision-makers.</p> <p>2) The LOIP and single agency strategic plans demonstrate an awareness and understanding of children’s rights.</p> <p>3) Workshop for city and community leaders convened.</p> <p>4) Approach to championing children’s rights</p>	<p>1) Workforce development plan identifies cohorts to be trained in CRBA and outlines 2–4 year strategy for getting cohorts trained in CRBA.</p> <p>2) Training is implemented, in the first instance for CFC governance, champions and is mandatory training for all Elected Members.</p> <p>3) Seven principles of CRBA are increasingly reflected in</p>	<p>1) Workforce development plan expands to adapt to the specific needs of categories of staff and includes roll out of specialist training modules e.g., Engaging with Children and Young People as Equal Partners.</p> <p>2) Aberdeen Community Planning Partners actively seek out bespoke support to embed CRBA in service design and delivery.</p> <p>3) Multi-agency strategic groups actively</p>	<p>1) All appropriate professional learning being delivered to the workforce references the relationship to the UNCRC and a child rights-based approach.</p> <p>2) All decisions which impact on children and families are influenced by taking a child rights-based approach.</p> <p>3) All strategic plans which impact children and families are rooted in</p>	<p>The ‘vision of childhood’, fundamental to a child rights-based approach (CRBA) is understood and promoted because staff know how to effectively practice and embed a child rights-based approach.</p> <p>Children's Rights are routinely championed publicly by city/community leaders</p>	<p>90% workforce trained in CRBA</p> <p>90% Elected Members trained in CRBA</p> <p>Evidence of 90% of improvement work associated with children and families in the LOIP being driven by the seven principles</p> <p>Evidence of a CRBA influencing 90% of single agency strategic plans</p> <p>90% of decisions</p>

	is agreed and implemented.	<p>approaches being taken by services.</p> <p>4) CFC Champions agree and discharge their role in supporting and promoting children's rights.</p>	<p>influencing how we write, and how we learn how to write (Write Right About Me – WRAM) with and for children and young people.</p> <p>4) Rolling schedule of 'deep dives' implemented, raising awareness, and understanding across broad multi-agency groups.</p>	<p>children's rights.</p> <p>4) Decision makers can evidence their championing of children's rights</p>		<p>taken which impact children and families have been shaped by taking a child rights-based approach.</p> <p>90% of Child's Plans reflect the voice of the child.</p> <p>City Champions and badge leads trained in CRBA</p> <p>Evidence of champions discharging their agreed duties through records</p>
Impact	<p>1) <i>Identify cohorts of staff to target/receive training – inform training offer. Develop rolling</i></p>	<p>1) <i>Workforce development plan influences training the right people at the right time</i></p>	<p>1) <i>Updated workforce plan reflects extended reach with associated implementation plan and detail</i></p>	<p>1) <i>Children's rights are referenced in all mandatory training where appropriate.</i></p>		

	<p><i>calendar of training.</i></p> <p>2) <i>All strategic plans pertaining directly or indirectly to children reflect children's rights.</i></p> <p>3) <i>Record of workshop / community leader event.</i></p> <p>4) <i>Agreed approach endorsed by the CPA Board.</i></p>	<p><i>in the right way.</i></p> <p>2) <i>Training implemented for:</i></p> <ul style="list-style-type: none"> • <i>100% of Champions</i> • <i>At least 90% of Elected members</i> <p>3) <i>CRBA principles evident in service improvement across the partnership will increase impact and effectiveness of CRBA training.</i></p> <p>4) <i>Definition of the role provided to Champions, who embark on supporting children's rights in practice.</i></p>	<p><i>of specialist modules agreed by the CPA Board.</i></p> <p>2) <i>All LOIP charters impacting children and young people are written with children and young people.</i></p> <p>3) <i>Writing about children and young people takes account of their rights.</i></p> <p>4) <i>Identify any additional actions required to ensure consistent awareness and understanding across broad multi-agency groups.</i></p>	<p>2) <i>Improvements which impact either directly or indirectly on children and families can evidence how children's voice has shaped proposals.</i></p> <p>3) <i>Strategic plans will take account of and consider children's rights.</i></p> <p>4) <i>A focus of group of Champions can evidence how children's rights have impacted decision making.</i></p>		
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MoV	<ol style="list-style-type: none"> 1) <i>Evaluation document, evidence of the training offer calendar.</i> 2) <i>Evidence in plans / LOIP.</i> 3) <i>Registers/ Evaluations of workshop.</i> 4) <i>Record of CPA Board minutes.</i> 	<ol style="list-style-type: none"> 1) <i>Workforce development plan regularly updated by all.</i> 2) <i>Anonymised training records.</i> 3) <i>Evidence of how children and young people have informed service delivery on at least 4 occasions.</i> 4) <i>Evidence of champions discharging their duties (media, reports etc).</i> 	<ol style="list-style-type: none"> 1) <i>Updated workforce plan.</i> 2) <i>Schedule of training in specialist modules agreed, with record of bespoke support provided.</i> 3) <i>Children and young people listed on project teams in LOIP charters. Impact of WRAM evaluated.</i> 4) <i>'Deep Dive' schedule and outcomes.</i> 	<ol style="list-style-type: none"> 1) <i>Audit of mandatory training.</i> 2) <i>Randomised audit to establish extent of CRBA in practice.</i> 3) <i>Sample set of strategic plans.</i> 4) <i>Evaluation of the impact of champions.</i> 		
Summary Assumptions	<p>There will be a consistent and shared understanding of children's rights with staff, elected members and community leaders demonstrating that they value and respect the rights of children and young people. Strategic plans will consider and take account of children's rights through adoption of a Child's Rights Based Approach to service design and delivery.</p>					

COOPERATION AND LEADERSHIP

	Some Activities/Outputs	Meaningful Activities/Outputs	Significant Activities/Outputs	Sustainable Purpose	Outcome	Impact
	<p>1) Child rights impacts assessment (CRIA) briefing takes place, introducing a procedure to ensure CRBA is considered during service design and / or improvement work.</p> <p>2) Asset mapping of child and youth participation structures across the city captured and recorded in accessible format.</p> <p>3) Test how co-location could support closer partnership working and</p>	<p>1) Decision makers utilise CRIA in practice re. CRBA in service design and improvement work.</p> <p>2) Recommendations taken through committee/governance structures which have been proposed by young people.</p> <p>3) Improvement work which has been shaped by young people.</p> <p>4) The Senior Phase Learning through co-location and co-delivery is informing and influencing wider practice across the Children's Services Partnership.</p>	<p>1) Implement a CRIA for all Council committees and sub-committees and partner governance structures.</p> <p>2) Children and young people are included in the development of and are recognised as valued members of the Locality Empowerment Groups (LEGS).</p> <p>3) Co-location and co-delivery increase integration of service delivery .</p>	<p>1) CRIA is part of agreed and official decision-making processes across the Community Planning Partnership.</p> <p>2) All decisions impacting children, young people and families take account of children's rights.</p> <p>3) Increased shared commissioning arrangements around the needs of children and young people.</p>	<p>Leaders within and beyond the local authority understand and value the importance of incorporating children's rights, needs and views in decision-making.</p> <p>There is greater collaboration and multi-agency cooperation between the Council, third sector, Health and Social Care Partnership and private sector on</p>	<p>% Increase in leaders reporting greater confidence of applying the CRBA in practice (% improvement determined by baseline)</p> <p>Evidence that CRBA principles are reflected in practice.</p> <p>Committee effectiveness reports evidence clear alignment between decisions taken and children's rights</p>

	maximise outcomes for children and young people.				issues relating to children and young people.	Improved outcomes for children and young people (data sets to be determined based on programme)
IMPACT	<p>1) Improved multi-agency and elected member understanding of CRBA and use of CRIA.</p> <p>2) Investment in, understanding of and development of child and youth participation network provides framework upon which enhanced child participation can be built.</p>	<p>1) CRIAs ensure a CRBA is taken for service design and improvement work, thus ensuring that children are at the forefront of decision making in this area.</p> <p>2) Increased number of children and young people are not only consulted with in relation to decisions but are in an empowered position to influence change that impacts on them.</p> <p>3) Multi-agency services working together with children, young people and their families to support health and wellbeing improvements</p>	<p>1) CRBA in all committees and structures, not only those who influence service design and improvement, but at a strategic delivery level will result in the children's voice being heard in relation to matters that affect them.</p> <p>2) Locality Empowerment Groups are</p>	<p>1) Community Planning drives community empowerment and allowing the public, including children and young people to shape their future.</p> <p>2) CRBA and CRIAs (or equivalent) are common working practice in all services involving children.</p>		

	<p>3) Co-location should reduce barriers and silo working while improving inter-agency communication and working practices, allowing those involved in working with children to be integrated and focused upon positive outcomes for children and young people and their participation in matters that affect them.</p>	<p>for children and young people to enable the best start to life.</p> <p>4) Direct evidence of co-location leading to improved outcomes for children and young people.</p>	<p>local people interested in improving the quality of life for people living in Aberdeen and having children involved is critical to a balanced community view being established at a local level.</p> <p>3) Co-location and co-delivery is improving outcomes for children and families.</p>	<p>3) Children and young people experience integrated and seamless service delivery.</p>		
MoV	<p>1) Data on number of partnership members and elected officials briefed on CRIA and CRBA. Updated via the Workforce Plan.</p>	<p>1) Data pertaining to CRIAs and / or agency equivalents completed by partners.</p> <p>2) Numbers of suggestions for change and/or implemented change through youth network.</p> <p>3) Children's Services multi-agency data sets</p>	<p>1) 100% of multiagency governance arrangements which impact on children & young people include their participation and engagement (evidence</p>	<p>1) 100% of multiagency governance arrangements which impact on children & young people include their participation and engagement (evidence</p>		

	<p>2) Completion of mapping exercise and data used to inform development of youth network and identification of participatory opportunities.</p> <p>3) Qualitative analysis on the greater synergies / integration and the impact on positive outcomes for C&YP.</p>	<p>4) **</p> <p>5) Through a range of qualitative and quantitative evaluations</p>	<p>from LOIP Project Charter).</p> <p>2) 100% of Local Empowerment Groups have children and young person membership, reviewed by audit of membership.</p> <p>3) Qualitative analysis on impacts of co-delivery.</p>	<p>from LOIP Charter).</p> <p>2) Qualitative analysis of staff confidence in CRBA and use of CRIA.</p> <p>3) Qualitative feedback from children and young people through audits commissioned by Integrated Children's Services Board.</p>		
Summary Assumptions	Children and young people must be involved in the key decision-making processes that affect them and their communities. Utilising a Children's Rights Based Approach, elected members, community leaders and partnership agencies must consult and engage with children and young people, consider their views and embed and integrate children and young people into the decision-making processes if they are to fully empower and support their communities.					

COMMUNICATION						
	Some Activities/Outputs	Meaningful Activities/Outputs	Significant Activities/Outputs	Sustainable Purpose	Outcome	Impact
	1) Engagement with media	1) Joint training for media and	1) Media reports demonstrate	1) Media reports positively	Media and comms teams	No of local media professionals

	<p>and comms teams to offer training and to seek support in the sharing of key messages and positive stories about children and young people.</p> <p>2) Establish focus group to map, audit and lead consultation with children and young people to ensure effective communication strategy.</p> <p>3) Communication strategy in place to support communication of progress and of UNICEFs vision of childhood.</p>	<p>comms teams across the city in child rights-based approach.</p> <p>2) Decisions influenced by children and young people are publicised and promoted.</p> <p>3) Establish regular reports summarising work through community planning and partner communication channels.</p> <p>4) Work with local media to provide city-wide updates on progress to becoming a UNICEF UK Child Friendly City.</p> <p>5) Introduction of hashtag to accompany all communications associated with</p>	<p>respect for children and young people and portray them positively.</p> <p>2) Press releases relating to children refer to children's rights.</p> <p>3) Update communications plan to include recommendations for improving accessibility and child friendliness of communications to and about children and young people.</p> <p>4) Accessible, child friendly versions of key partnership documents published.</p> <p>5) Report findings from audit of</p>	<p>champion children and young people more often than not.</p> <p>2) Information on services for children are communicated in an accessible format.</p> <p>3) Regular opportunities for children and young people to feed back on the accessibility of information available to them.</p> <p>4) Regular updates on the work of community planning partners published at least 4 times a year.</p>	<p>understand and value a child rights perspective</p> <p>Communications across Community Planning Partners is delivered for and with children and young people in an accessible way.</p> <p>CFC status is communicated to all members of the community (including children and young people) in a manner that is accessible and appropriate.</p>	<p>trained in child rights-based approach</p> <p>% Comms staff across community planning partnership trained in child rights-based approach</p> <p>No of positive articles which champion children's rights</p> <p>Evidence that child friendly documentation is in place across all services supporting children and young people</p> <p>Feedback from children and young people</p> <p>(Communication plan in place which ensures, audits and</p>
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	<ul style="list-style-type: none"> 4) CFC action plan presented as child friendly document. 5) Multi-agency engagement with children and young people to determine their communication preferences. 	<p>our work to become a child friendly city.</p>	<p>child friendly communication strategy.</p>			<p>maintains a child-friendly approach to documents across all services, which includes a feedback loop to ensure continuous improvement)</p>
IMPACT	<ul style="list-style-type: none"> 1) Identification of staff to receive training, who then publicise CRBA in practice. 2) Outcomes from focus group informs communication strategy. 3) Effective communication strategy 	<ul style="list-style-type: none"> 1) Specific communications training delivered to relevant/identified comms staff/teams. 3) Raised awareness of decisions which are impacted and influenced by children and young people. 4) Improved public communication 	<ul style="list-style-type: none"> 1) Negative stereotypes of children and young people are challenged and more balanced portrayal of children and young people locally. 2) Communication methods are more accessible, creative and ensure 	<ul style="list-style-type: none"> 1) Children and young people are recognised and celebrated. 2) Communication methods are accessible, creative and ensure information reaches target audience with children and young people demonstrating an understanding 		

	<p>which communicates and informs a range of stakeholders.</p> <p>4) Greater shared understanding of CFC programme across communities.</p> <p>5) Better understanding of how to communicate with c&yp effectively.</p>	<p>about Child Friendly City programme and our progress.</p> <p>5) Improved public communication about Child Friendly City programme and our progress.</p> <p>6) Greater public awareness about children's rights and our CFC journey.</p>	<p>information reaches target audience.</p> <p>3) Information pertaining to decision-making is accessible for children and young people.</p> <p>4) Communications plan will be reviewed to ensure that it is appropriate and robust.</p> <p>5) Transparent and robust audit, provides assurance of commitment to implementing CRBA.</p>	<p>of local services.</p> <p>3) Feedback from children will help a continuous improvement cycle.</p> <p>4) Raised understanding and awareness of the work of community planner partners with regards CFC programme and children's rights.</p>		
MoV	<p>1) Agreed dates for staff training.</p> <p>2) Communication strategy.</p> <p>3) Communication</p>	<p>1) Recorded attendance at comms training event(s).</p> <p>2) Articles, social media posts and press releases.</p>	<p>1) Articles/press releases/social media posts which positively portray/celebrate children and young people.</p>	<p>1) Articles/press releases/social media posts which positively portray/celebrate children and young people.</p>		

	<p>engagement and participation data.</p> <p>4) Accessible CFC document.</p> <p>5) Youth network data.</p>	<p>3) Articles, social media posts and press releases.</p> <p>4) Local media press releases and social media posts</p> <p>5) Social media posts.</p>	<p>2) Articles, social media posts and press releases.</p> <p>3) Communication plan.</p> <p>4) Range of council/partner documents (to be identified as we progress).</p> <p>5) Audit summary.</p>	<p>2) Evidence of child friendly communications in articles/press releases/social media posts.</p> <p>3) Gathered qualitative and quantitative data.</p> <p>4) Published quarterly updates.</p>		
Summary Assumptions	<p>Negative stereotypes of children and young people will be challenged through better understanding of children's rights by our local communications teams and through greater recognition and celebration of children and young people living in the city. Community planning partners will strive to ensure that information is made publicly available about decisions, services and the CFC programme in a manner that is accessible and easy-to-understand so that our children and young people are better informed about and more easily able to access local services.</p>					

Child-Friendly Services						
	Some Activities/Outputs	Meaningful Activities/Outputs	Significant Activities/Outputs	Sustainable Purpose	Outcome	Impact

	<p>1) There is an evidence-based situation analysis inc. assessment of training needs.</p> <p>2) Policies across local authority and partner organisations are based on qualitative and quantitative child rights and / or well-being data.</p> <p>3) Identified cohorts of professionals receive training and support to meaningfully engage with children and young people of all ages and developmental stages re. workforce</p>	<p>1) Plan agreed and communicated to address vulnerabilities, as identified in the situation analysis.</p> <p>2) Children’s rights-based approach embedded into recovery and renewal plans.</p> <p>3) Agreed protocols to be put in place for policy development within local authority and all partner organisations inc. use.</p> <p>4) All services have access to tools to support active listening and communication skills.</p>	<p>1) Regular and routine opportunities for children and young people to feedback on the ‘child friendliness’ of service to inform further improvement.</p> <p>2) The needs and voices of children and young people influence all relevant strategic planning.</p> <p>3) All Child’s Plans include and are guided by the voice of the child.</p>	<p>1) Children’s rights-based approach embedded into multi-agency strategic and operational models (e.g., Integrated Family Portfolio).</p> <p>2) All policies relating to children and young people take account of children’s rights and needs.</p> <p>3) Written records for children reflect their voice and participation.</p>	<p>All services, including health, justice, social services, and others are child friendly. Services and Policies are underpinned by participatory and qualitative children’s rights based data and children and young people’s experience and wellbeing</p> <p>All professionals and volunteers demonstrate their capacity to actively listen to and communicate with</p>	<p>Positive feedback from children and young people</p> <p>Evidence that feedback is being taken seriously and leading to improvement.</p> <p>Number of services which have consulted with children and young people and promoted child rights research on children and young people’s experiences and well-being</p> <p>% Child’s Plans which are clearly informed by children</p> <p>% of professionals who report confidence in</p>
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	development plan.				children and young people of different ages, maturity and capacities and prioritise the time and space to do so	engaging with children % children and young people reporting effective communication with staff
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<p>IMPACT</p>	<ol style="list-style-type: none"> 1) Clear understanding of services and their training requirements. 2) Qualitative output coupled with data provides an evidence base to ensure focused improvement. 3) Improved and focused training will provide a base point for implementing a CRBA across the partnership. 	<ol style="list-style-type: none"> 1) Addressing vulnerabilities and dealing with them as a priority, provides a risk based approach to improvement and will reduce vulnerability amongst children and young people. 2) CRBA being embedded into recovery and renewal plans ensures ongoing areas for improvement/change consider CRBA. 3) Children and young people are involved in policy development thus influencing their own future. 4) Communication is considered two way with child and young people feeling listened to. 	<ol style="list-style-type: none"> 1) Children and young people able to shape and inform service improvements . 2) Strategic planning is shaped and informed by children and young people which results in stronger child friendly services. 3) Children and young people with a Childs Plan have the opportunity to be heard and influence their own plans, in conjunction with partner agencies. 	<ol style="list-style-type: none"> 1) Multi agency and single agency strategic and operational system/models enable children and young people to guide decision-making across the wider community with prioritisation of the services which need to be co-designed to become more child friendly. 2) 100% policies relating to children and young people demonstrate that have taken account of children's rights and needs. 3) All practitioners 		
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				are considering CRBA and writing documents in a child friendly manner, influenced by the voice of children and young people.		
MoV	<ul style="list-style-type: none"> 1) Situation analysis output document. 2) Evidence from small set of multi-agency policies. 3) Workforce Plan. 	<ul style="list-style-type: none"> 1) Plan agreed, communicated and understood. 2) Recovery / renewal plans. 3) Protocols for policy development and evidence of their use. 4) Increased % age of services being considered as child friendly by children and young people. 	<ul style="list-style-type: none"> 1) Evidence of change implemented following feedback from children and young people, with services co-designed to meet vulnerability. 2) Evidence from strategic planning documents regarding the influence of children and young people. 3) Evidence of service improvement 	<ul style="list-style-type: none"> 1) Evidence of CRBA in operating models including co-design of services to make them increasingly child-friendly, including Children’s rights-based approach embedded in to the new target operating model for children and young people 2) Dip sample / audit of 		

			plan in place for Child's Plans from ICSB.	relevant policies. 3) Dip sample / audit of relevant written records.		
Summary Assumptions	Multi-agency partnership working requires to constantly modernise to reflect society, resulting in review and re-design of structures and practices to ensure the needs of the population are met on an ongoing basis. When reviewing or making changes to services that affect children, their voice and participation is critical to ensuring the re-designed or co-designed service is fit for purpose and meets the needs of the service users. It is thereafter critical that the workforce involved in providing the service continue to focus on maintaining a child friendly approach based on the CRBA principles.					

Participating						
	Some Activities/Outputs	Meaningful Activities/Outputs	Significant Activities/Outputs	Sustainable Purpose	Outcome	Impact
	1) Opportunities identified for children and young people to be able to directly influence CFC journey.	1) Children and young people participating in CFC programme have opportunities to learn more about a child rights-based approach.	1) Participation system in place to inform self-evaluation, quality assurance and CFC plan.	1) Ongoing review mechanism with children and young people agreed and mainstreamed in practice.	Children and young people participate effectively in the development and implementation of the CFC programme	% of children trained in a child rights-based approach 75% increase in number of child friendly documents

	<p>2) Review of youth governance assets across the city, including but not limited to thematic and placed based groups.</p> <p>3) Audit current representation of marginalised children and young people in youth governance structures.</p> <p>4) Establishment of a support network for staff working directly with young people.</p>	<p>2) Accessible, child friendly information on the programme is circulated to all children and young people.</p> <p>3) Extension of the children's rights services into child protection processes to ensure that, where appropriate, all children and young people have a voice in the child protection environment.</p> <p>4) There is an established mechanism to pull the work of all participation groups for children and young people together, including:</p>	<p>2) All children and young people, including those experiencing discrimination or disadvantage, engage in meaningful participation experiences and understand how their voices make a difference locally.</p> <p>3) Identify approaches to further support vulnerable children and young people's meaningful engagement.</p>	<p>2) Development of quality assurance calendar to support ongoing review.</p>	<p>Children and young people's views are considered in decision making processes and there is clarity about how their participation has made an impact</p>	<p>being circulated</p> <p>75% increase in children reporting meaningful participation in the CFC programme</p> <p>Evidence of participation directly impacting decision-making</p> <p>% of children and young people working with child protection services reporting meaningful participation</p>
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		<ul style="list-style-type: none"> • Children and young people’s council; • Champions board; • Aberdeen City Youth council; • Youth Housing Network. <p>5) Development of Youth Participation Toolkit.</p>				
IMPACT	<p>1) Allowing children to influence and impact the CFC journey, initialises and reinforces the importance of children and young person participation.</p> <p>2) Establishing youth network will increase awareness of existing youth participation opportunities across the city and increase opportunities</p>	<p>1) C&YP will be aware and understand what CFC is and why it is relevant to them, accessible info will enhance participation.</p> <p>2) Sharing information widely in an accessible manner will increase knowledge of CFC and its purpose.</p>	<p>1) Will ensure we take an evidence based approach to reviewing and adapting our work.</p> <p>2) We will hear from the c&yp we may not currently have access to via mainstream schooling and existing CLD provision therefore will increase</p>	<p>1) Will enable consistent review in the way we engage with children and young people so that it continues to be effective.</p> <p>2) Quality assuring our child participation work will be a transparent and inclusive process to improve our work in the</p>		

	<p>for collaborative work with C&YP across organisations.</p> <p>3) Orgs to support marginalised groups will be included within the youth network therefore will provide opportunities to engage with marginalised young people.</p> <p>4) Ensuring sharing of ideas and between staffing involved in working with children and young people provides cross-fertilisation, innovation and consistency.</p>	<p>3) Utilising several participation groups across interests will ensure the voice of c&yp is embedded within council processes, including the child protection processes.</p> <p>4) Cross-cutting themes and consistency from initiation of a child participation mechanism will improve services and participation across services.</p> <p>5) Development of youth engagement toolkit will enable staff working directly and indirectly with c&yp to engage in a meaningful and timely manner.</p>	<p>youth participation.</p> <p>3) Continuing to learn and develop and involving c&yp at all stages will ensure a better cross society youth participation network.</p>	<p>participation network.</p>		
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<p>MoV</p>	<ol style="list-style-type: none"> 1) CFC output documents and feedback. 2) Youth network TOR, minutes, action notes. 3) Youth network audit and restructure. 4) Evidence of enhanced partnership working/ youth participation. 	<ol style="list-style-type: none"> 1) No. of youth participation groups running as part of CFC and no. of children participating in training on CRBA. 2) Record of shared communication from communications strategy. 3) No of persons/groups from Child Protection processes trained in CRBA. 4) Output from youth participation network. 5) Youth engagement toolkit document. 	<ol style="list-style-type: none"> 1) There will be a participation system in place. 2) No. of children and young people from all groups participating. 3) No. of children and young people from all groups participating. 	<ol style="list-style-type: none"> 1) Quality assurance calendar. 2) Quality assurance output. 		
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Summary Assumptions	Including children in decision making processes will ensure that a Children’s Rights Based Approach is adopted across the multi-agency partnership. Importantly, those children and young people who take part in the ‘participation network’ must know how their input has influenced the decisions that affect them, and thereafter be included in shaping the future of children’s services, child protection processes and beyond.
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Place

	Some Activities/Outputs	Meaningful Activities/Outputs	Significant Activities/Outputs	Sustainable Purpose	Outcome	Cumulative Impact
	1) Establish guidance and CRBA training for those working in strategic place planning. Identify cohorts to be trained in CRBA within workforce development plan. 2) Local Development Plan (LDP) clearly outlines how views of children and young people have been sought.	1) There are opportunities for effective and meaningful engagement with children and young people as part of city Master Planning. 2) Child friendly, accessible version of the LDP to be produced once approved.	1) Evidence that children and young people are directly influencing place planning. 2) Future versions of the LDP prepared to be Child Friendly, with feedback given.	1) Making sure that training plans are up to date as new officers join the Council. Refresher training as relevant. 2) Local Development Plan evidence report includes outcome of assessment of sufficiency of play	Urban planning services apply a child rights-based approach (CRBA) to design, development, and provision. Urban planning services apply a child rights-based approach (CRBA) to design, development, and provision.	75% of technical urban planning workforce trained in CRBA 75% of technical urban planning workforce trained in engaging with children and young people as equal partners

	<p>3) Undertake a child friendly version of the place standard to ensure health priorities and urban planning reflect children’s views as part of preparation of next Local Development Plan</p>	<p>3) Promote opportunities for effective engagement with children and young people on civic design projects re. City Centre Intervention Areas and the Conservation Area Regeneration Scheme.</p>	<p>3) Monitor and report on findings following engagement with children and young people.</p>	<p>opportunities for children and young people across the city.</p> <p>3) Continuing to use Child Friendly version of Place Standard if appropriate to do so following feedback.</p>	<p>Local environmental improvement plans and policies focus on improving air quality, road safety and making the community more pedestrian and cycle friendly for children and young people</p>	<p>Meeting the EU/UK Gov/SG air quality objectives for NO2 and PMs Number of civic projects evidencing collaboration with children and young people</p>
IMPACT	<p>1) Majority of technical officers trained in CRBA and able to expressly apply this</p>	<p>1) Technical officers are able to utilise CRBA training during targeted engagement</p>	<p>1) Decisions made on key urban planning proposals can evidence how CRBA training has</p>	<p>1) Training levels remain consistent over time despite Officer progression / turnover.</p>		

	<p>training to day-to-day decision making in relation to urban planning projects and proposals across the city.</p> <p>2) The voices of children and young people are sought during the preparation of local urban planning documents.</p> <p>3) As part of assessing existing places the voices of children and young people are sought in the preparation of the Local</p>	<p>projects to ensure engagement is of a high quality.</p> <p>2) Projects and proposals for the long term use and development of land can be understood by children and young people.</p> <p>3) Decisions made on key civic design projects can demonstrate how engagement with children and young people has</p>	<p>had an influence.</p> <p>2) Children and young people are continuously encouraged to contribute during the production of key local urban planning documents.</p> <p>3) Reporting on key urban planning proposals (e.g. the Local Development Plan) will include the outcomes of engagement</p>	<p>2) The assessment of urban planning policy documents includes evidence on aspects such as open space and play.</p> <p>3) Children and young people are continuously encouraged to feed into the assessment of place.</p>		
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	Development Plan.	had an influence.	undertaken with children and young people.			
MoV	<p>1) Evidenced during annual officer appraisals and via attendance data at training events held.</p> <p>2) Evidenced as part of Local Development Plan Evidence Report when submitted to Scottish Ministers for assessment.</p> <p>3) Evidenced as part of Local Development Plan Evidence Report when submitted to Scottish</p>	<p>1) Evidenced during development plan reviews.</p> <p>2) Evidenced by gaining feedback on the Child Friendly version of the Local Development Plan.</p> <p>3) Evidenced as part of reporting to City Council Committees on the progress of key civic</p>	<p>1) Evidenced during development plan reviews and ongoing monitoring.</p> <p>2) Evidenced as part of Local Development Plan Evidence Report when submitted to Scottish Ministers for assessment.</p> <p>3) Evidenced as part of Local Development Plan Evidence Report when submitted to Scottish</p>	<p>1) Evidenced during annual officer appraisals and information given to new officers.</p> <p>2) Evidenced as part of Local Development Plan Evidence Report when submitted to Scottish Ministers for assessment.</p> <p>3) Evidenced as part of Local Development Plan Evidence Report when submitted to Scottish</p>		

	Ministers for assessment.	design projects.	Ministers for assessment.	Ministers for assessment.		
Summary Assumptions	If the above outcomes are successful, then children and young people across the city will feel empowered to take part in the production of key urban planning documents and will understand the importance of these documents in shaping communities both now and in the future. Children and young people will also have their voices heard during the development of civic design projects and programmes. The urban planning work force within the local planning authority will have an understanding of CRBA and will be able to use the skills gained during day-to-day decision making. The City will also meet the relevant EU/UK Gov/SG air quality objectives for NO2 and PMs.					

TIMELINE & KEY MILESTONES

Page 176



2021	Q1	<i>Mapping of youth participation groups/structures All badge leads to have been trained in CRBA by Unicef UK</i>
	Q2	<i>Completion of Communications Strategy</i>
	Q3	<i>Completion of workforce development plan Communications training delivered by Unicef UK to all identified multi-agency Communications staff by Unicef UK to all</i>
	Q4	<i>Review of Joint Impact Assessment (ACC) Public launch of online CFC platform Evidence of children and young people's involvement in influencing new urban park at the beach and opportunities for incidental play in Union Street Central Zone</i>
	Q1	<i>Publication of youth participation guidance for professionals</i>

2022	Q2	<i>Sustainable multi-agency child rights training strategy finalised and signed off</i>
	Q3	<i>Evidence of reports of child and young person led recommendations going through committee decision-making process</i>
	Q4	<i>Evidence of 50% increase in communications which are accessible to children and young people</i>
2023	Q1	<i>Evidence that 100% of multi-agency governance arrangements which impact on children and young people include their participation and engagement</i>
	Q2	<i>100% of staff working directly and indirectly with children to have received Child Friendly Cities training</i>
	Q3	<i>Child rights training is embedded into all inductions, professional learning curricula and probation reviews.</i>
	Q4	<i>Submission for recognition as a Unicef Child Friendly City/Community</i>

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