

# LOIP Annual Outcome Improvement Report

2021/2022



Community Planning  
Aberdeen

# FOREWORD

## By Councillor Alex Nicoll and Chief Superintendent Kate Stephen

It is our pleasure to introduce Community Planning Aberdeen's Annual Outcome Improvement Report 2021-2022.

As we reflect on the past year, and indeed the past few years, none of us could have foreseen the challenges we would face - Covid 19, Brexit and Transition to Net Zero to name but a few. And yet, our priorities remain as relevant now as ever before. This report is an acknowledgement of the work which has taken place in face of these challenges.

Staff have continued to work together to pursue improvement, at the same time as providing vital services to the public during a time when our collective systems have been under great strain. Here are some of our headline achievements.

- We supported 564 more people to claim the benefits they are entitled to in order to maximise their family income and we have improved access to affordable, healthy food through the City's community pantries.
- We increased the number of living wage employers to 64, a 32% increase since last year to help prevent in work poverty and poverty in the longer term.
- We exceeded our stretch outcome of 95% of children reaching their expected developmental milestones by 1.6% with 96.6% of children and young people reaching this, compared to 85.7% for Scotland.
- We supported disadvantaged young people, including care experienced and those living in the most deprived areas of the City, through employability support and mentoring programmes to build their confidence and motivation.
- Last year 93.2% of our young people achieved a positive sustained destination, as did 86% of care experienced young people who participated in the employability support programme.
- We exceeded our community justice outcomes with 53.5% fewer young people being charged with an offence, 35.6% fewer people receiving a first ever court conviction and 2.2% fewer being convicted within one year.
- We saw a 4.2% reduction in harmful levels of drinking and trained 451 people to dispense lifesaving naloxone to prevent drug related deaths.
- We increased the number of new community run green spaces from 5 to 23 which is in addition to the 100 existing groups and 4125 people volunteering to manage green space across the City.
- We established the Community Empowerment Network to bring together 27 community groups to support delivery of local improvement activities.

Thank you...!

This report is a celebration of these achievements, and many others highlighted throughout the report. It is also a thank you. As we take up our new appointments together as Chair and Vice Chair

of Community Planning Aberdeen, we thank all partnership staff and communities for the progress they have made and for their continued commitment, motivation and resilience.

## **Let's continue delivering progress for Aberdeen...**

But it is also a reminder that we are now more than half way through the ten year plan and there is so much more to be done. Community Planning Aberdeen has the weighty responsibility for sustaining these improvements as well as achieving the remaining stretch outcomes we set out to achieve by 2026.

We need to overcome some immense challenges, new and old, while continuing to focus on our end goal – creating a City where all people can prosper. And so it is more important than ever that we work together effectively. We look forward to leading Community Planning Aberdeen in the next stage of our journey.



***Councillor Alex Nicoll,  
Co-Leader of  
Aberdeen City Council  
and Chair of  
Community Planning  
Aberdeen***



***Chief Superintendent  
Kate Stephen, Local  
Commander Police  
Scotland, Vice Chair of  
Community Planning  
Aberdeen***

# SUMMARY OF PROGRESS 2021/22



Community Planning  
Aberdeen

This is a summary of our headline achievements during 2021/2022 and an assessment of our overall progress towards the 15 stretch outcomes we have set out to achieve in Local Outcome Improvement Plan 2016-2026. Our assessment is based on current performance compared to 2016 when we started our plan. Some stretch outcomes were revised in the refreshed plan last year and we are gathering data on these for the first time. Therefore, we are not yet able to make an informed judgement about whether we are showing signs of progress in these areas.

## Prosperous Economy

### How are we doing?

Stretch Outcomes 1-3		
1	No one will suffer due to poverty by 2026	Progressing
2	400 unemployed Aberdeen City residents supported into Fair Work 2026	Progressing
3	500 residents upskilled/ reskilled to enable them to benefit from economic opportunities by 2026	Data being gathered

### Top three priorities for 2022/23:

- Reduce energy bills and increase household income
- Equal employment opportunities for women and ethnic minority communities
- Increase skills and qualifications in digital technology

### Headline achievements during 2021/22



**157% increase** in responsible businesses working with CPA



**38% increase** in community pantry members



**564** people had unclaimed benefits identified



**14** unemployed individuals starting a business, taking them off or reducing universal credits



**32% increase** in Real Living Wage employers in the City



**1.5% reduction** in homelessness applications since last year

# Prosperous Children

## How are we doing?

Stretch Outcomes 4-9		
4	95% of children (0-5 years) will reach their expected developmental milestones	ACHIEVED
5	90% of Children and young people will report that their experiences of mental health and wellbeing are listened to	Data being gathered
6	95% of care experienced children and young people have the same outcome levels as their peers	Progressing
7	95% of children living in our priority localities will sustain a positive destination upon leaving school	Progressing
8	Child friendly city where all decisions which impact on children and young people are informed by them	Progressing
9	30% fewer young people (under 18) charged with an offence	ACHIEVED

## Top three priorities for 2022/23:

- Reduce the number of births affected by drugs
- Support better mental health and wellbeing
- Engage parents and families in child's learning

## Headline achievements during 2021/22



62% of 16-17 year olds jointly reported being retained by the reporter & offered alternatives



8% increase in growth sector courses delivered in schools



93.2% of young people achieving a positive and sustained destination



3500 users of ABZ Works website, shaped by young people



96.6% of children reaching expected developmental milestones



100% of schools offering counselling



53.5% reduction on number of under 18s identified as accused

## Prosperous People

### How are we doing?

Stretch Outcomes 10-12		
10	25% fewer people receiving a first ever Court conviction and 2% fewer people reconvicted within one year	ACHIEVED
11	Healthy life expectancy (time lived in good health) is five years longer	CHALLENGES
12	Harmful levels of alcohol consumption reduced by 4%	ACHIEVED
	Drug related deaths lower than Scotland	CHALLENGES

### Top three priorities for 2022/23:

- Further reduce youth homelessness
- Co-delivery of community health programmes
- Targeted support for children and young people vulnerable to developing alcohol and substance misuse problems

### Headline achievements during 2021/22



**150** diversions from prosecution commenced



**18% reduction** in youth homelessness



**35.6% fewer** people receiving a first ever court conviction and **2.2% fewer** people reconvicted within one year



**80%** of individual's accessing voluntary throughcare support on release from prison



**451** people have been trained in naloxone



**4.2% reduction** in harmful levels of drinking



**36% reduction** in the number of deliberate fires in the Torry & Ferryhill



**110** staff completed domestic abuse Safe and Together Overview training

## Prosperous Place

### How are we doing?

Stretch Outcomes 13-15		
13	Addressing climate change by reducing Aberdeen's carbon emissions by at least 61%	Progressing
14	38% of people walking and 5% of people cycling as main mode of travel	Progressing
15	Addressing the nature crisis by protecting/ managing 26% of Aberdeen's area for nature	Data being gathered

### Top three priorities for 2022/23:

- Increase community resilience plans
- Bike recycling
- Community and business support for sustainable practice

### Headline achievements during 2021/22



**168% increase** in green champions taking forward new low carbon initiatives



**2% increase** in people cycling in 2021



**78% of people** walking during 2021



**360% increase** in community run green spaces



**166% increase** in people volunteering across green spaces



**33 community partnerships registered** as Its Your Neighbourhood groups with Keep Scotland Beautiful in 2021

## Community Empowerment

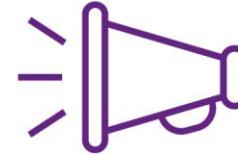
### Headline achievements during 2021/22



New Community Empowerment Network launched



**3 New Locality Empowerment Groups** and 26 Community Connectors helping drive improvement in localities



**2642 citizens** have their say about LOIP priorities using Values Simulator



**£1.6m Fairer Aberdeen Fund** to support community groups



Review of City Voice and refresh of Citizens Panel members



Revised Community Learning & Development Plan and positive HMIE visit



**£100k pot** available for participatory budgeting and new PB Toolkit developed

#### Top three priorities for 2022/23:

- Revise our Community Empowerment Strategy
- Deliver community learning and development priorities and strengthen community involvement in improvement
- Increase response rate to City Voice, Aberdeen's Citizen Panel

For more information about this report or the work of Community Planning Aberdeen, contact [communityplanning@aberdeencity.gov.uk](mailto:communityplanning@aberdeencity.gov.uk)

Or visit [communityplanningaberdeen.org.uk](http://communityplanningaberdeen.org.uk)

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# Prosperous Economy

## Our Stretch Outcomes

### SO1

No one will suffer due to poverty by 2026.



### SO2

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



### SO3

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



### Headline achievements during 2021/22

**38%** increase in community pantry members since April 2021.

**564** people had unclaimed benefits identified, to a value of £84,249.26 per week.

**64** employers now Real Living Wage accredited, a 32% increase since Jan 2021.

**1.5%** reduction in homelessness applications since last year and **14%** since 2018.

**18** responsible business partners, an increase of **157%** since September 2021.

**86%** of care experienced young people on employability support programme going on to achieve a positive destination.

**14** individuals starting a business, taking them off or reducing universal credits.

# Progress made during 2021/22



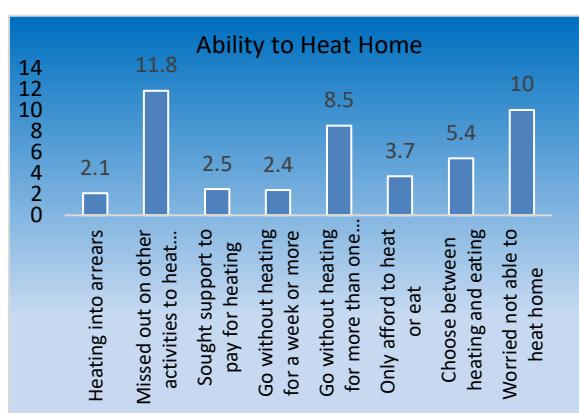
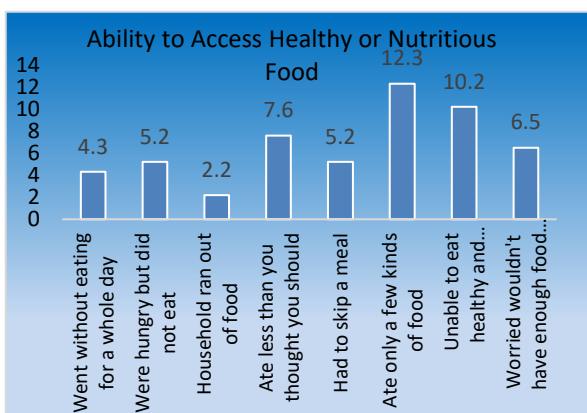
## Increased Focus on Addressing Poverty



Central to our Local Outcome Improvement Plan (LOIP) is the ambition to reduce inequalities of outcome which exist across the City as a result of socio-economic disadvantage. However, the coronavirus pandemic has impacted on the City resulting in more people being in immediate and acute poverty. In light of this, the Partnership approved a new stretch outcome 'No one will suffer due to poverty by 2026' to communicate its commitment to supporting the shorter term recovery of the City as well as longer term renewal. This Stretch Outcome seeks to mitigate the causes of immediate and acute poverty through projects which will ensure all people across the City have access to food, fuel, shelter and finance. With the cost of living crisis currently being experienced, it can be expected that more individuals and families across the city will be impacted and our projects to mitigate against immediate and acute poverty even more

paramount for the year ahead.

Data from the City Voice in 2021 shows that while 81.6% respondents did not report concerns around their ability to access healthy or nutritious food, there was an increase from the 2020 City Voice in the proportion of respondents reporting that they ate only a few kinds of food (12.3%), that they were unable to eat healthy and nutritious food (10.2%), and that they were worried they would not have enough food to eat due to money or lack of other resources (6.5%). The City Voice also asked about respondents ability to heat their homes, and while 85.2% 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.



## Greater Access to Affordable Food



### Improvement Project Aim Exceeded

**38%** increase in the number of people using community pantries.

**18%** over the project's original aim.

Prior to and during the pandemic Aberdeen had experienced increasing use of food banks by people experiencing poverty, with an extensive network of these operating in the city. A key outcome of our improvement work is to increase the [number of people using community food pantries](#) to increase access to affordable, fresh healthy food for those who are suffering food insecurity. We are delighted to see that we have [achieved our aim](#) with the number of people using community pantries having grown by 38% between April 2021 and March 2022. The increase has been supported by the launch of a mobile pantry in September 2021 which prioritises our most disadvantaged and vulnerable communities, by offering flexibility to those not in a position to travel. Informed by research and community connectors for the project, the mobile pantry was initially piloted in Middlefield and Tillydrone. Tillydrone is now proving so popular, the project is looking to extend the slots here. As of March 2022, the mobile pantry had 51 members and was available in 6 neighbourhoods, these are Kincorth, Middlefield, Sheddocksley, Tillydrone, Seaton and Bucksburn. The pantry will be expanding into Hilton and Northfield and the project is also identifying areas of hidden poverty throughout the city to extend into these areas in the future. Work has begun on strengthening partnerships in community hubs so those that need it most have support to access it.

The pantries are supported by volunteers with 25 volunteers as at March 2022, an increase of 213% since January 2021. See [Case Study 1](#) for a spotlight on what we've tested and the outcomes achieved. Feedback from pantry members has been positive with members stating:

*"One thing I really love about visiting the pantry is that from day one of visiting I was treated like a person. You are never judged or looked down on and you are always made to feel welcome." - Pantry member*

*"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. ". Pantry member*



Above, Cfine mobile pantry



## **Uptake of Unclaimed Benefits**

Ensuring that household income is maximised is a key aspect to supporting households to come out of poverty and improve their financial security. We are working together to increase financial security **through the uptake of unclaimed benefits**. Through our new online benefit calculator launched in December 2021, all citizens can now check that they are receiving the benefits they are entitled to. Between 1 December 2021 and 31 March 2022, 564 people have completed the benefit calculator, from which 496 people had unclaimed benefits identified, to a value of £84,249.26 per week. As part of our improvement work we are also focused on providing **financial assessments to people presenting as homeless to ensure that they have access to all appropriate benefits**. In 2020-21 there were 1,464 homelessness applications in Aberdeen City, a 1.5% reduction since last year and 14% reduction since 2018. Through our initial testing of financial assessment for homeless people we are already seeing the positive impact, within the first two weeks of February 2022, of the 54 people presenting as homeless, 9% had homelessness resolved and 56% had a full financial assessment completed. The financial assessments undertaken between February and March 2022 have identified £51,662.95 of additional benefits.

## **Tackling the Unequal Impact of Covid-19**

The COVID-19 pandemic has shone a spotlight on, and exacerbated inequalities in society, with national reports evidencing that the impact of Covid-19 has not been evenly spread. It has disproportionately affected certain groups, including women, ethnic minority communities, disabled people, those facing socio-economic disadvantage, younger and older people. In light of this, we are working together **to increase support for those who have been most disadvantaged through the pandemic** with a focus on employability support for females and ethnic minority people initially. Through the launch of the ABZ Works website in September 2021, as at December 2021, 96 females and 13 ethnic minority people have been referred for support and with the proportion of clients accessing support through ABZ works being 40% female and 7% ethnic minority. We are focused on working together with a range of organisations and community groups to continue to increase access and uptake of available support by those groups most impacted through a co-designed targeted campaign.



## Increase in Employers Paying the Real Living Wage



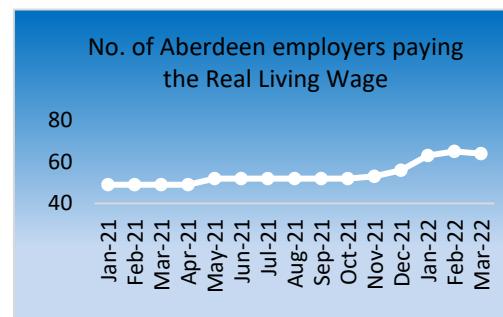
### Improvement Project Aim Achieved

**32%** increase in Aberdeen employers paying the Real Living Wage since Jan 21

**On track to achieve 5% increase year on year by 2026.**

We are committed to alleviating in-work poverty by increasing employer sign up to the Real Living Wage (RLW), meaning that low-income employees will benefit from a pay rise. This helps tackle pockets of in-work poverty within the city, with the added effect of increasing average earnings, productivity and boosting the wider economy. Based on data from Living Wage Scotland, there are currently 64 employers headquartered in the City now Real Living Wage accredited – a 47% increase since we started our improvement work to increase employer sign up to the Real Living Wage and a 32% increase since January 2021. 2021 saw the highest number of new

accreditations since the establishment of the accreditation scheme. Latest data available at the end of 2021 showed that 86.6% of employees in the city were in living wage employment, a 4.6% increase since 2016. 80% of all Living Wage employers believe it's enhanced the quality of the work of their staff.



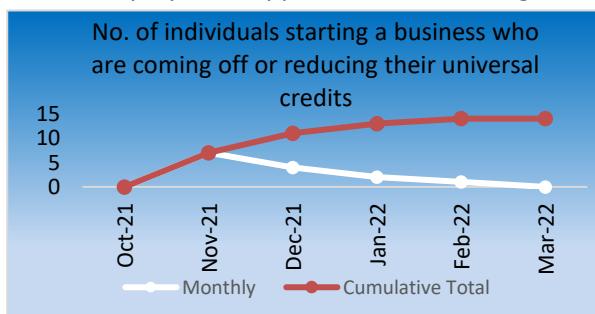
*"I spent years working for minimum wage and relying on Working Tax Credits. Financial worries were extremely stressful. Earning a real Living Wage has made a huge impact on my life."* - Social care worker

*"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

Data available at the end of 2021 shows an increase in the median gross weekly pay for Aberdeen from £577.70 in 2020 to £587.40 in 2021, with the weekly wage for females increasing from £532.60 in 2020 to £574.90 in 2021.

## Supporting Unemployed People to Start a Business

Business creation is key to both developing new fair work employment opportunities; reducing the number of people in receipt of Universal Credit and to diversifying the economy. We are focussing our improvement activity on supporting people who will be coming off (or significantly reducing) their benefits to start a business. Since the project began in November 2021, we have set up a Young Persons Seed Fund to support young people to start up a business. The fund is also targeted at parents out of work or experiencing in work poverty to support them to get back into work or increase their



income through self employment. We also now have dedicated Business Gateway Advisers per locality to help increase the number of direct referrals. As a result of these improvements, since November 2021 we have supported 40 individuals in receipt of universal credits to investigate starting a business, with 14 individuals going on to start a business which has either taken them off universal credits or significantly reduced their universal credits. Latest data, also shows a reduction in the number of business deaths, with 1,070 business deaths in 2020, compared to 1,105 in 2019.

## Employability Support for care Experienced Young People

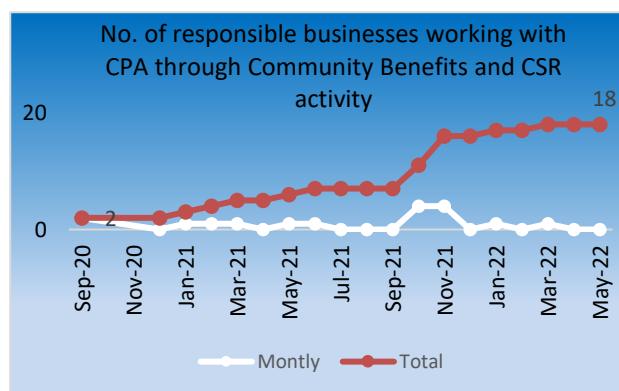
Many care experienced young people face significant barriers to employment and the majority will need additional support and mentoring to help them achieve and sustain employment. The range of barriers faced is broad and can seem overwhelming. Positive and early work experience or employment helps with a smoother transition to life beyond care and minimises the risk of homelessness and offending.

Through our [employability support for care experienced young people](#) project we're aiming to remove those barriers and provide support and opportunities to help them feel confident and ready for employment. Latest data available for 21-22 shows that our tailored employability support programme has had 14 participants, including 12 care experienced or currently Looked After young people. Also, 9 of the young people came from a priority neighbourhood (2 South, 5 Central, 2 North). This programme has been very successful to date across a number of outcomes, including: sustained engagement; achieving of qualifications; engaging in work experience; progressing into a positive destination; sustaining that destination. Of the 14 participants, 86% have gone on to achieve a positive destination with 7 gaining employment; 2 enrolled at college; and 3 continuing with programme.

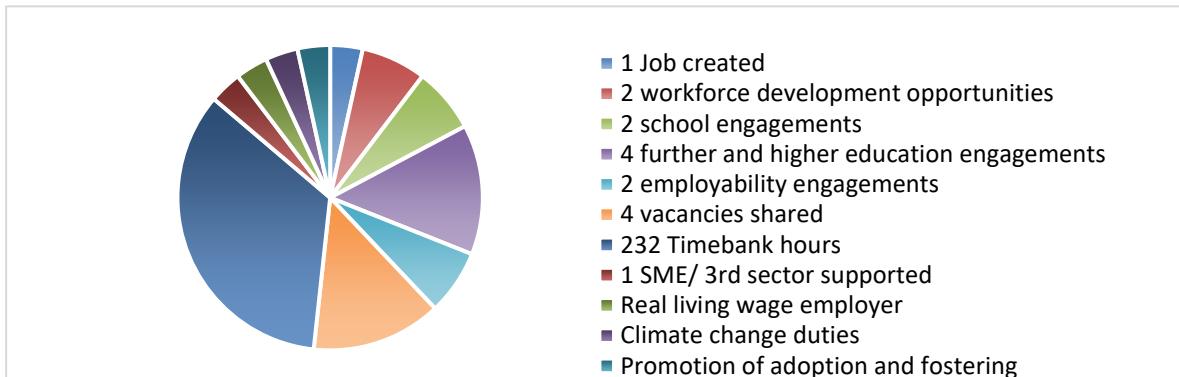
## Increasing Collaboration with Aberdeen Responsible Business

We continue to appeal to responsible businesses across the City to harness the power of the collective and make a difference for our communities. Aberdeen Responsible Business want to give back to the people of the City and support the most vulnerable people in communities. As of March 2022 we are working with 18 responsible businesses, an increase of 157% since September 2021. New responsible business partners include Barclays Bank, BP, TAQA, CMS and Wood Group, all contributing to

the achievement of our LOIP outcomes – see our responsible business stories for more information about how. Our data shows that the [Annual Responsible Business Event](#) has had the biggest impact in attracting new businesses to work with us and in November 2021 attracted double the number of businesses than in 2020. There has been a 180% increase in new enquiries from businesses about working with CPA since September 2021. As well as the Annual Responsible Business Event, having a central point of contact and our [online responsible business platform](#) are proving to be effective in supporting this improvement.



An example of how the work of Aberdeen Responsible Businesses are benefitting local communities is the building the new replacement Riverbank School in Tillydrone by Robertson Limited Construction Company. The business committed to deliver multiple community benefits throughout the build. Outcomes achieved in 2021 include:



## Improvement priorities 2022/23

- Raising awareness of support available to communities to reduce energy bills and other ways to increase income.
- Further expansion of the food pantry model, with a commitment to develop four further pantries.
- Capacity building of groups who engage with/support people from ethnic minority communities and women to increase the number referred to and accessing available employment support.
- Supporting people into sustained, good quality employment, with a particular focus on; those from priority neighbourhoods and people over 50.
- Supporting enhanced skills in digital technology by providing practical support, offering routes to qualifications and other learning opportunities for people to access and use digital technology with confidence
- Increasing routes available into modern and graduate apprenticeships through collaboration with a range of partners and testing a number of initiatives to increase completion rates.

# Case Study 1. 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 (by 10%) which provide a more dignified and sustainable alternative to foodbanks.

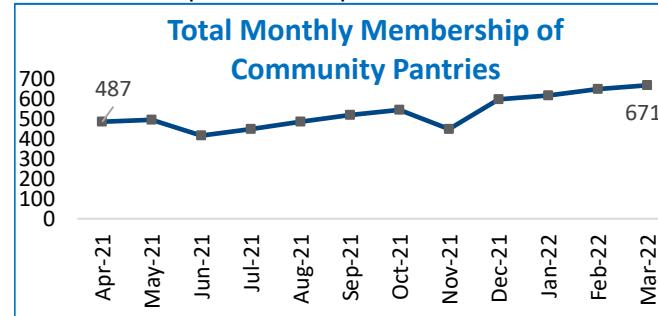
### How are we doing this?

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?

- **Aim achieved** with a **38%** increase in total pantry membership between April 2021 & March 2022.



- **213%** 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 **17** beneficiaries move from emergency food parcels to pantry members.
- As of March 2022, the mobile pantry has **51** members and available in **6** 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."* **Pantry member**



*"I thought I would be embarrassed coming, but I actually really enjoy it. I always get at least 2 meals covered. In the holidays the kids came and was excited at getting veg! They are not enthusiastic about fruit and veg, but they are if it's from the van."* **Pantry member**



View our [pantry video](#) to hear from one of our volunteers



# Prosperous People

## Children & Young People

### Our Stretch Outcomes

#### SO4

95% of children will reach their expected developmental milestones



#### SO5

90% of Children and young people will report that their experiences of mental health and wellbeing have been listened to by 2026.



#### SO6

95% of care experienced children and young people will have the same levels of outcome as their peers



#### SO7

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



#### SO8

Child Friendly City by 2026



#### SO9

30% fewer young people (under 18) charged with an offence by 2026



### Headline achievements during 2021/22

**Stretch Outcome 4 achieved with 96.6%** of children reaching expected developmental milestones.

**100%** of schools offering counselling.

**Increased** qualifications for care experienced young people.

**8%** increase in growth sector courses delivered in schools.

**3500** users of ABZ Works website, shaped by young people.

**Stretch Outcome 9 achieved with 53.5%** fewer young people under 18 charged with an offence.

**62%** of 16-17 year olds jointly reported being retained by the reporter & offered alternatives.

# Progress made during 2021/22



**Stretch Outcome 4 achieved and exceeded with 96.6% of children reaching expected developmental milestones**



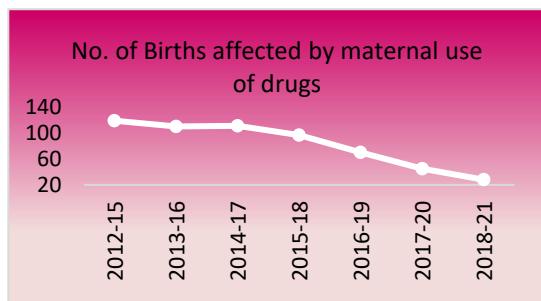
We can report that latest data available at the end of 2019/20 shows that 96.6% of children met their developmental milestones at the time of their 27-30 month review, compared to 85.7% for Scotland and exceeds our stretch outcome set to be achieved by 2026.

Improvement activity carried out by Community Planning Aberdeen to ensure parents understand and address the issues which impact on the health of their children has supported this achievement. For example, work to encourage breast feeding has secured a continuous upward trend to 40.9% of babies being exclusively breastfed at 6-8 weeks in 2021. This is significantly higher than the Scottish average of 31.8%. Similarly, we have continued to see a

reduction in the percentage of women in the City who smoke during pregnancy with latest data showing this to be 13.1% which is again lower than the rates in Scotland of 14.6%.



We are not complacent and recognise that although we have achieved improvement in these areas and our stretch outcome has been reached, we need to do more to ensure all children get the best start in life and that all families receive the parenting and family support they need. We recognise that there are times that a family needs extra support and we are working together to **increase the uptake of family support available**, particularly for our most vulnerable young children and their families. For example, a priority has been to provide targeted support people using substances during pregnancy. All forms of substance use can increase risk of harm to the user and to the unborn child and can affect the health and wellbeing of children as they grow up. Data is showing a positive direction in terms of a reduction in the number of births affected by maternal use of drugs to 25 in the latest data, from 45. Whilst we are seeing improvement in the reduction in number, the rate of maternities recording drug use has increased by 4.4 to 22.04 per 1,000 maternities. Through our improvement work, we are developing a whole system, whole family approach to identify, engage and support individuals and families with multiple complex needs to **reduce the number of births affected by drugs**.



## Counselling and other support to boost mental health

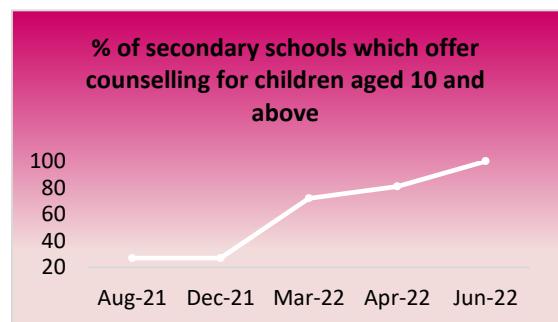
We are committed to addressing the needs of our young people with mental wellbeing concerns and through our improvement activity we are focused on increasing access to mental health and wellbeing supports either in person through the fit like hubs and counsellors in our schools, or digitally so that we're providing different means for children and young people to access the support in the way which suits them.



### Improvement Project Aim Achieved

**100%** of secondary schools offering counselling for children aged 10 and above.

Counselling support for children and young people allows us to provide early intervention and help individuals develop resilience and coping strategies in relation to a mental health condition. For example, depression, anxiety or an eating disorder; or a difficult life event such as bereavement, a relationship breakdown or stress etc. We have committed to providing **sustainable and equitable access to counselling in schools** for children aged 10 and above and we are delighted to see that as at June 2022, 100% of schools are offering counselling. We have also undertaken a pilot with four secondary schools to deliver Distress Brief Interventions (DBI) and focusing on establishing a new children and young people pathway linking CAMHS, schools and existing local DBI level 2 services, with positive outcomes already being shared from some of our settings. 36% of secondary schools are now delivering DBIs.

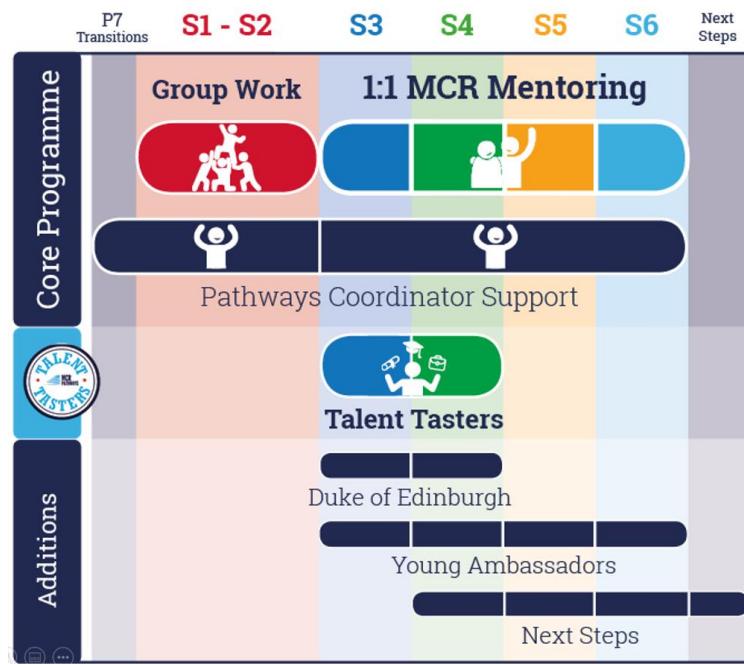


We are ensuring our workforce are supported and have the skills to support our children and young people and knowledge of referral pathways, through training such as Let's Introduce Anxiety Management training which 31 staff have now been trained in.

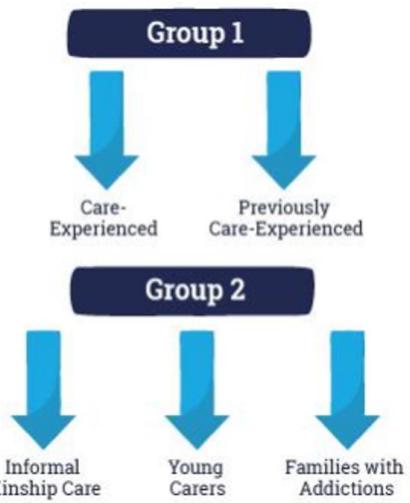
Regular physical activity also plays an important role in preventing the development of mental health problems and in improving the quality of life of people experiencing mental health problems. Through our **free access to physical activity** project 100% active schools are now free providing accessible physical activity to children and young people in all school settings across Aberdeen City.

## Positive Destinations for Young People from our Priority Neighbourhoods or who are Care Experienced

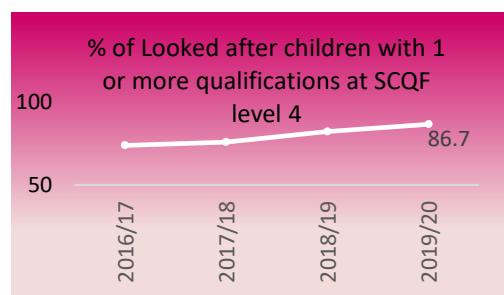
To ensure all young people have the opportunity to succeed in an increasingly complex and competitive economic landscape, we are working together to improve how we identify and meet the needs of our young people and their families earlier, improving their chances of moving onto a positive destination. For example, through initiatives like the MCR Pathways programme which offers mentoring support to care experienced and vulnerable young people we are supporting a relational approach to improving educational attainment and achievement. The programme is designed to build confidence, motivation, commitment and resilience which leads to increased engagement in learning. The MCR Pathways programme supported 83 care experienced young people in 2020/21 and 85 in 2021/22 (up until April 2022) between S1-S6 in 6 Aberdeen secondary schools. The pathways co-ordinators actively support applications to college, university and employment as well as liaising with other agencies to identify those at risk of a negative destination. Once the young people become school leavers, the MCR Pathway Coordinators continue to track their progress their destination and provide support.



## Who we work with



Latest data available at the end of 2021/22 for Aberdeen City shows that the proportion of care experienced young people attaining one or more qualifications at SCQF level 4 has increased from 73.9% in 2016/17 to 86.7% whilst sustained positive destinations of the cohort have decreased from 73.9% to 63.3% during the same time period. In 2020/21, 100% of care leavers over 16 years olds had a pathway plan. For the academic year 2019/20, 100% of MCR-mentored young people in Aberdeen stayed on at school. The Pathway Coordinators are tracking the destinations of 29 care experienced or previously care experienced young people, and have been actively supporting applications to college, university and employment and liaising with other agencies to identify those at risk of a negative destination.

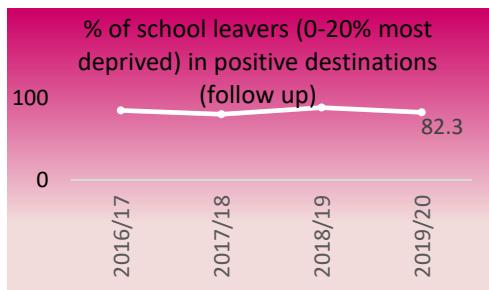


Another initiative we have been piloting with a cohort of young people under 18 attending North East Scotland College is the upstream survey. The survey helps identify risks to students' learning to ensure the right support is made available at the right time and enhance these young people's ability to sustain their positive destination in college.



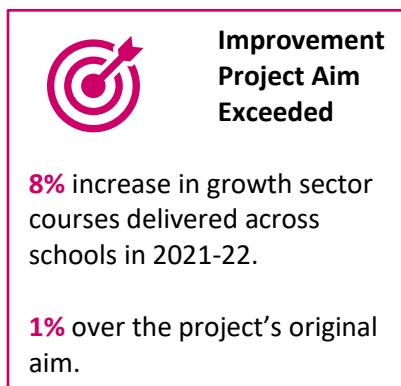
171 students attending courses at the Altens campus have taken part in the upstream survey so far. This site was chosen as students tend to be younger, term time leavers plus there was a significantly low take up of support at the Altens campus. The survey allows each young person to score their level of risk around 4 key areas - resilience, engagement with education, mental wellbeing and housing. Following the first survey, 43 students were followed up with immediately, of which 30 had high risk in more than one category.

- Of those, 10 referrals were made to counselling, wellbeing or study skills.
- 18% were identified at high risk of homelessness, with 1 supported to move towards safe living arrangements.
- 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%.

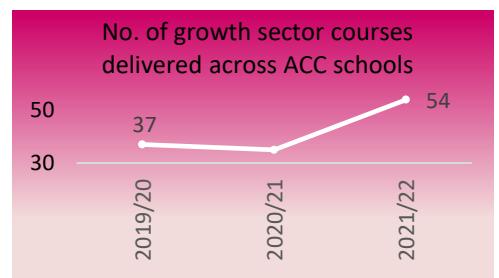


Students identified at risk were not previously identified as requiring and feedback is being used to review and prioritise what supports are in place and/or required. Additional wellbeing initiatives have been made available for all students to mitigate the risk to students' mental wellbeing as well as more on campus learning.

## Improving access to the right skills and qualifications for Young People

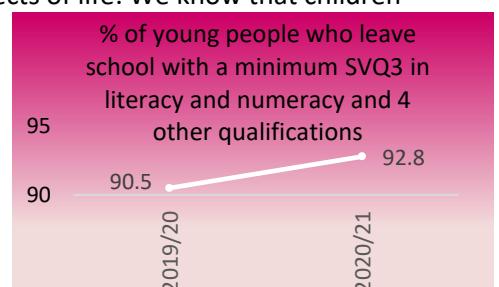


We have seen changes to the world of work and greater employment opportunities in our growth sector industries. To support the growth of these sectors our improvement activity has been focussed on providing opportunities for young people to gain the skills and qualifications required for a future within these sectors. Through a variety of improvements, such as a one stop learner pathways



website; an annual learner pathway induction event, we are delighted to see that our **growth sector courses project** has **achieved its aim** with an 8% increase in growth sector courses delivered across schools in 2021-22 with 54 courses now delivered. These changes have now been embedded as business as usual in our multi-agency systems. See **Case Study 2** to read more about the outcomes that have been achieved.

Every young person needs to be literate and numerate. Without the skills of literacy and numeracy, a young person or adult is cut off from full participation in many aspects of life. We know that children who do not learn to read, write and communicate effectively are more likely to have less positive outcomes compared to their peers. In 2020/21 we saw an increase in the % of young people who leave school with a minimum SVQ 3 in literacy and numeracy and 4 other qualifications. However, we know that the current delivery of literacy and numeracy follows a fairly traditional model of service delivery. Through our **literacy and numeracy** project we are exploring the potential to look beyond the traditional and consider alternative delivery models to complement the work of schools and ensure prevention and early intervention.



Significant time has also been invested in the development of a citywide data system to aid our work to deliver the Alternative Certification Model in the short term and to raise attainment and improve positive destinations in the longer term. The PowerBI platform has enabled the analysis of whole school data subject by subject historical data, and pivot table analysis with individual pupil data sets.

## Progress in Becoming a UNICEF Child Friendly City

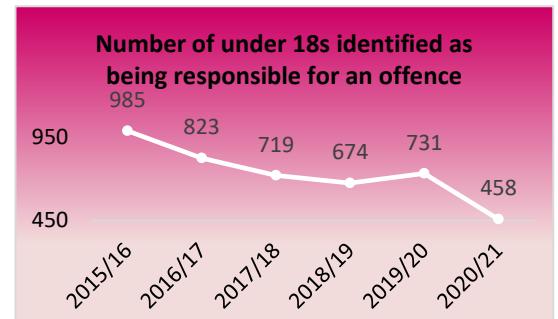
Through our ambition to become a Unicef accredited 'Child Friendly City' (CFC), we have worked increasingly closely with children and young people to provide them with a range of opportunities to directly influence and shape the city they live in and the services that they access. As a partnership we agreed to focus on achieving the following six badges that underpin our CFC accreditation programme. Partners have been identified to coordinate and support the delivery of our identified actions for each of the 6 'badge' areas and have now moved from the development to the delivery phase.

Badge	Progress Made 2021/22
<b>Cooperation &amp; Leadership</b> 	<ul style="list-style-type: none"> <li>42 members of partnership staff trained in adopting a Child Rights Based Approach into our daily practice.</li> <li>Children's rights/CFC training for new and returning elected members included as part of their induction process.</li> </ul>
<b>Communication</b> 	<ul style="list-style-type: none"> <li>North East Scotland College students have created a <a href="#">video</a> and banner to promote working with children and young people.</li> <li>Unicef training provided to partnership communication teams staff.</li> </ul>
<b>Culture</b> 	<ul style="list-style-type: none"> <li>Audit tool being developed to support schools to fully take account of all 54 UNCRC articles.</li> <li>Ongoing work by Police Scotland to improve relationships between the police and children and young people.</li> </ul>
<b>Place</b> 	<ul style="list-style-type: none"> <li>Aberdeen invited to test the new Place Standard Tool for children and young people. Work has been undertaken to adapt the content to a digital platform to increase accessibility and usability for children and young people.</li> </ul>
<b>Child Friendly Services</b> 	<ul style="list-style-type: none"> <li>Young people are being asked to help design school buildings of the future.</li> <li>Continuing to embed children's right into the framework for the developing Integrated Family Portfolio.</li> </ul>
<b>Participating</b> 	<ul style="list-style-type: none"> <li>City Centre Masterplan and Beach transformation as well as provide a new model for broader engagement on civic projects.</li> <li>Establishment of a pupil Climate Change President and a working group of school climate change champions to help address Climate Change aided by a generous budget of £150,000 awarded at the Council budget meeting.</li> </ul>

## Stretch Outcome 9 achieved and exceeded with 53.5% fewer young people being charged with an offence since 2016

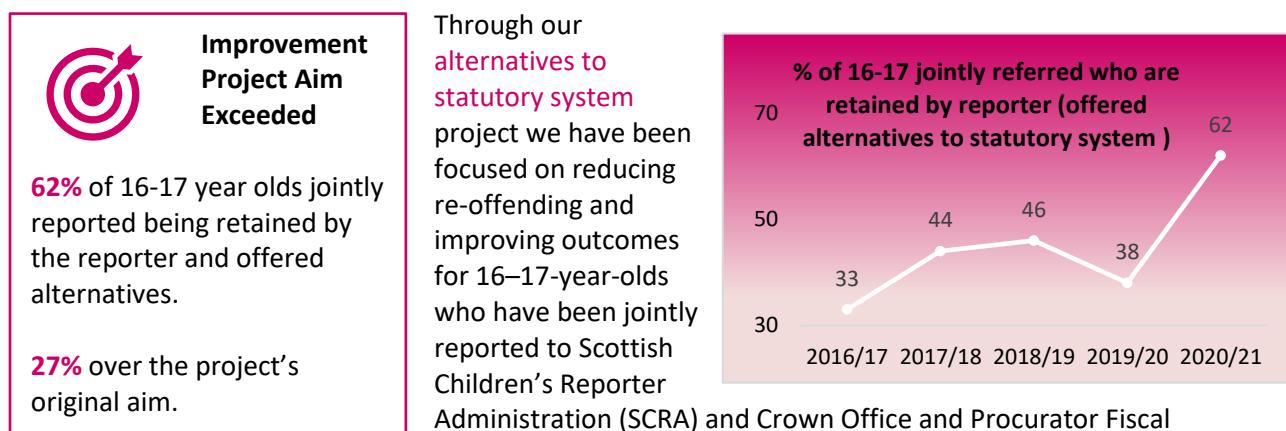


We are taking forward a number of early intervention and prevention initiatives to support the reduction in the number of young people involved in offending behaviour. We are pleased to see latest data showing a reduction in the number of under 18s identified as being responsible for an offence reduced by 37% in 2020/21 and 53.5% overall since the LOIP was first published in 2016. The nationwide and local lockdowns and other measures put in place to limit social contact during COVID-19 are very likely to have had a significant impact on the reduction in youth offending seen in 2020/21. However, as a result of improvement work we can see a positive trend since 2016.



We are hopeful that this improvement is sustained following the easing of covid-19 restrictions by providing opportunities and activities for children and young people that keeps them occupied and engaged. We know this reduces the chances of them becoming involved in negative and antisocial behaviour. Through our [anti-social behaviour](#) and [youth community activity projects](#) we are providing children and young people, particularly those living in priority neighbourhoods, with further opportunities to take part in activities that are purposeful and allows them to interact positively with adults. For example, following the success our ongoing youth project at Tesco, Woodend which has led to a reduction in offending in that area, activities have commenced in the Lochside Academy area which will hopefully reduce anti-social behaviour in the South of Aberdeen.

Through our [alternatives to statutory system](#) project we have been focused on reducing re-offending and improving outcomes for 16–17-year-olds who have been jointly reported to Scottish Children's Reporter Administration (SCRA) and Crown Office and Procurator Fiscal Service (COPFS) by increasing the number of young people reported being offered robust alternatives to entering the statutory system by 10%. We have achieved our aim with 62% of 16–17 year olds jointly reported being retained by the reporter and offered alternatives, an increase of 24% since 2019/20. These changes have now been embedded as business as usual in our multi-agency systems. See our [Case Study 3](#) to read more about the outcomes that have been achieved.



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# Improvement priorities 2022/23

- Developing a whole system approach to reduce the rate of maternities recording use of drugs
- Identifying and targeting families, particularly those with multiple complex needs, to provide support at the earliest opportunity.
- Further extending our focus on ensuring young person voice is at the heart of all our improvement development.
- Providing support for mental wellbeing needs of children and young people at all stages through schools, community hubs and online forums.
- Continuing to support young people to reach positive destinations, particularly our most vulnerable groups including care experienced young people and those living in priority localities.
- Develop a menu of family learning support activities to increase levels of engagement with parents and families in their children's learning.
- Training on the new Framework for Risk Assessment, Management and Evaluation (FRAME) guidance, Complex Adult Risk Management (CARM) local policy/process and secure care standards to be delivered to multi agency audience to support whole system approach to reducing offending behaviour of young people.
- In 2021/22, 26% of 8-17 year olds charged with an offence were care experienced young people and supporting these young people will be a focus of our improvement work over the next year.

# Case Study 2. Supporting our growth sector and increasing access to courses across our schools



## What are we trying to achieve?

We are aiming to increase the number of school courses aligned to growth areas by 7% to enable us to support the growth of these sectors by having young people with the right skills and qualifications for a future within these sectors.

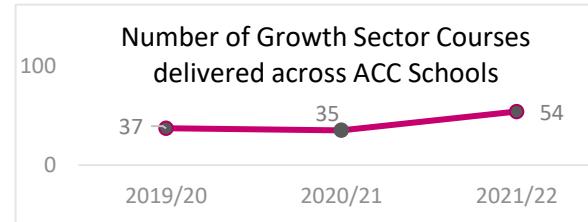
## How are we doing this?

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

- ABZ Works, a one-stop shop Learner Pathways website.
- An annual Learner Pathway Induction event for senior phase students (Lift Off).
- A representative Curriculum mapping group to coordinate and determine partnership course provision on an annual cycle.
- Review of the City Campus provision with the aim of extending the range of pathways we can offer senior phase young people, e.g. one day integrated courses such as the Level 5 Construction course currently being piloted at St. Machar Academy.
- A coordinated approach to develop and embed Skills 4.0 (life, learning and work) to support alignment of curricular pathways with growth economic sectors.

## What have we achieved?

- **Aim achieved** with an **8%** increase in growth sector courses delivered across schools in 2021/22 with **54** courses now delivered.



- **49.5%** of all courses delivered in 2021/22 are growth sector courses, an 8% increase in proportion since 2019-20.
- **50%** of Aberdeen City S5 and S6 students attended the Learner Pathway event (Lift Off 2021), with **60** employers sharing their career pathway story & opportunities for young people.



- **ABZ Works** website, shaped by young people, launched in Sept 22, with **3500** users until March 22.



## What impact have we had?

Feedback from young people attending Lift Off 1:

*"It was good to gain a sense of the skills that are generally required to work in these industries."*

*"The event gave an insight into various Universities, companies, as well as individuals presenters who shared their experience"*

*"The talks helped to motivate me and told me what to strive for in the future"*

Read the full evaluation [here](#)

## What are our next steps?

- Continue to develop our improvements, e.g. pathway planning, to ensure the increase in growth sector courses is **sustained** into 2022-23.
- Hold **Lift Off 2** on 1 and 2 June 2022 to raise awareness of growth sectors and inspire young people about the range of opportunities available to them.
- Explore how the % increase in growth sector courses feeds into the % increase in course awards (e.g. numbers of students on these new courses).



# Case Study 3. Supporting Young People in Conflict with the Law & Reducing Re-offending



## What are we trying to achieve?

We are aiming to reduce re-offending and improve outcomes for 16–17-year-olds who have been jointly reported to Scottish Children's Reporter Administration (SCRA) and Crown Office and Procurator Fiscal Service (COPFS) by increasing the number of young people reported being offered robust alternatives to entering the statutory system by 10%.

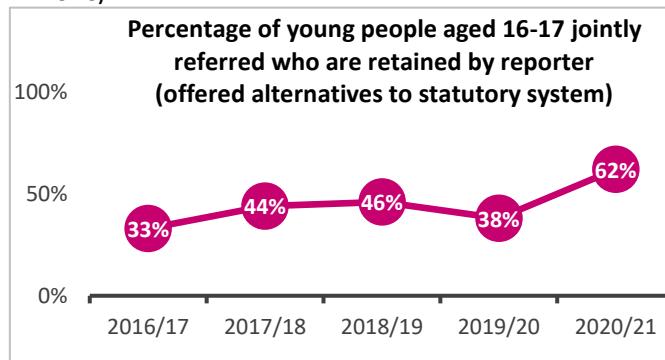
## How are we doing this?

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

- We have set up a single point of contact in Children's Social Work to ensure awareness of all jointly reported young people and therefore able to offer support and guidance to the lead professional and ensure that information is shared in a timely manner.
- Developed a briefing note and training materials to support workforce development.
- Held multi-agency workforce development learning sessions to ensure that all staff are confident in the process and the information they share.

## What have we achieved?

- **Achieved our aim** with **62%** of 16-17 year olds jointly reported being retained by the reporter and offered alternatives, an **increase of 29%** since 2016/17.



- **72%** of staff attending the learning sessions reporting their knowledge had increased a great deal or a lot following session. All attendees indicated an increase in knowledge, of those attending some already had a high level of knowledge and experience.
- **79%** of staff reported that the briefing note on joint referrals was extremely or very helpful.
- **Operational and systems** improvement suggestions captured from the learning sessions, ensuring the whole system was considered and staff connected and progressing the ideas at all levels. These will be progressed as part of an ongoing learning community supported by a Practice Lead role in SCRA.

## What impact have we had?

As part of our overall approach to creating participation and engagement opportunities for young people in conflict with the law to have a voice in systems, the Youth Justice Improvement Group has started to design approaches which will reach out to young people at various stages, including those Jointly Reported

[The Centre for Youth and Child Justice \(CYCJ\)](#)

[Participation and Engagement Strategy](#) is informing our approach to moving from consultation to co-design.

## Jointly Reported Cases to SCRA and COPFS

LEARNING SESSIONS FOR 2022

## What are our next steps?

- Continue to develop our improvements to ensure the increase is **sustained**, 2021/22 data is awaited.
- Design and test the further improvement suggestions from the learning sessions.
- Meet regularly as a multi-agency improvement group to monitor and support improvements



# Prosperous People

## Vulnerable Adults

### Our Stretch Outcomes

#### SO10

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



#### SO11

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



#### SO11

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

### Headline achievements during 2021/22

**Stretch Outcome 10 achieved with 35.6% fewer people receiving a first ever court conviction and 2.2% fewer people reconvicted within one year**

**150 diversions from prosecution commenced**

**80% of individual's accessing voluntary throughcare support on release from prison**

**36% reduction in the number of deliberate fires in the Torry & Ferryhill**

**110 staff completed domestic abuse Safe and Together Overview training**

**18% reduction in youth homelessness**

**4.2% reduction in harmful levels of drinking**

**451 people have been trained in naloxone**

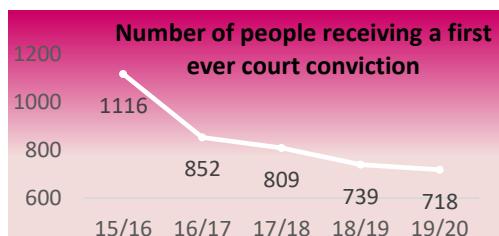
# Progress made during 2021/22



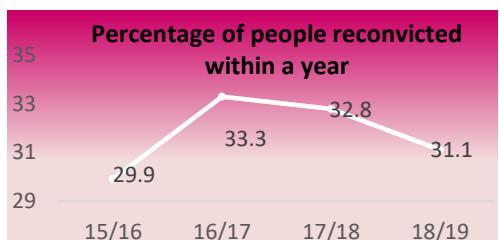
**Stretch Outcome 10 achieved and exceeded with 35.6% fewer people receiving a first ever court conviction and since 2016 2.2% fewer people reconvicted within one year.**



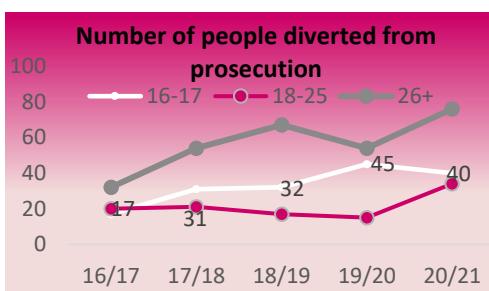
Latest data available at the end of 2021/22 shows a reduction in first court convictions for the fourth year in a row with 29 individuals aged under 18 and 689 aged 18+, receiving a first court conviction in 2019/20, down from 34 and 725 in 2018-19 respectively. This is a reduction of 35.6% overall since the LOIP was published in 2016, exceeding our aim by an additional 10%.



As well as reduction in first convictions, data has also shown a continued decrease in the number of offenders and reconvictions rate, with a 19% reduction in offenders from the baseline data. Of the 1,597 offenders (all ages) in the 2018-19 cohort, 31.1% were reconvicted, compared to 33.3% in 2016-17.



One of the ways we have been working together to achieve these results is through diversion from prosecution which aims to explore and address the factors underlying someone's offending behaviour. This reduces the likelihood of reoffending, as well as related stigma and therefore improves the life chances of people within a community. Through our Diversion from Prosecution improvement project, we tested and implemented a new multi-agency diversion pathway and appointed a diversion coordinator to oversee delivery and awareness raising across all agencies. Through the changes embedded, data for 2020-21 has shown a 43% increase in the number of referrals from 136 to 194, as well as a 32% increase in the number of diversions commenced, from 114 to 150.



## Helping People Back on Track on Release from Prison



### Improvement Project Aim Exceeded

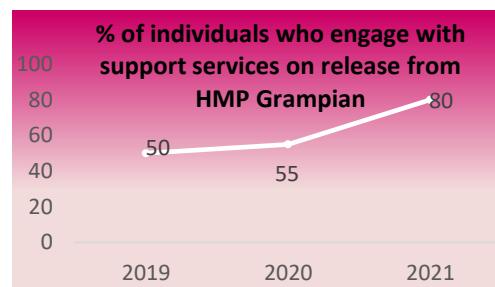
**80%** of individuals accessing voluntary through care support in 2021.

**20%** over the project's original aim.

We have been working together to ensure people leaving prison have the best chance of thriving in the community by ensuring they continue to have access to housing, healthcare, financial stability and other practical and emotional support. Through our **support on release** project we have achieved our aim with 80% of individual's accessing voluntary throughcare support in 2021 compared to 50% who took up the offer in 2019, a 30% increase, 20% over the project's aim.

The project has tested a number of tests to

achieve this improvement, such as planning for release earlier (8 weeks' pre-release); providing face to face support meetings prior to release (benefits assessments and mentor meetings); introducing a whole system approach to improve access to all supports on day/week of release (e.g. transport, housing, GP, food, benefits) and introducing the use of 'Making Every Opportunity Count' (MEOC) conversations to encourage engagement. See **Case Study 4** to read more about the outcomes that have been achieved.



## Multi-Agency Approach to Tackling Wilful Fires



Wilful, or deliberate, fires account for 10% of all incidents attended by the Scottish Fire and Rescue Service (SFRS) in Aberdeen, demanding considerable resource from partners. The Partnership has introduced a new **wilful fire** project in Aberdeen. The project aims to reduce wilful fires in the city by 10%, with initial testing in the Torry and Ferryhill area as this was the area where most incidents had occurred over the baseline period of 2015-19. Traditionally referrals to SFRS are for young people who have a conviction for fire-related activity. The new project takes a more preventative approach through engagement and education to encourage more positive behaviour.

We are delighted to report a 36% reduction in the number of deliberate fires in the Torry and Ferryhill area where deliberate fires were reduced from 57 (5 year average) to 37. To support this achievement, the project has reviewed and strengthened engagement and communication and developed a communication plan to promote targeted community safety messages and reached a varied age range of young people through video presentations at schools which have contributed towards spreading the fire safety message and ultimately lowering the number of deliberate fires in the area.



## Support for Victims of Domestic Abuse

Through our improvement projects we aim to support domestic abuse victims and decrease incidents of domestic abuse by ensuring that victims receive access to right support and undertaking preventative work. By increasing awareness of domestic abuse and the support available to victims and perpetrators we hope to change attitudes, behaviours and beliefs that normalise and tolerate domestic abuse among the public and prevent men and women from becoming victims or perpetrators of abusive relationships. In 2021, 2322 people reached out to or were referred to specialist support services because of domestic abuse, this accounts for 88% of recorded incidents of domestic abuse by Police, an increase of 4% from the previous year.



Between March 21 and 22, 42 self-referrals for support were received by Aberdeen City Council's Domestic Abuse Team. This data has not previously been collected and we hope that through awareness raising this number will increase. We are currently testing methods of increasing awareness with Council staff and young people from NESCOL. A variety of forms of domestic abuse training is being tested with Council staff with 174 people

completing some form of training, including train the trainer, so far. Online information sessions to increase young people's awareness of local support services have also been held and attended by 148 North East Scotland College students. Since October 2021, when our information sessions commenced, we have seen an increase each month in the number of young people accessing domestic abuse support with a high of 30 in March 2022.

## Raising Awareness of How we can all support Suicide Prevention

Suicide is of concern to us all and many will have been affected by suicide in some way. In 2021 the rolling 3 year average for probable suicide was 26, a reduction from 27 in 2020. Everyone has a role to play in preventing suicide and through our preventing suicide project we are raising awareness of the supports available to people with suicidal thoughts and of the actions we can all take to support someone at risk.

In 2021/22 a promotional campaign was held providing a [video](#) and information explaining what you can do to prevent suicide. One method of accessing support is through our Prevent Suicide App, and as at January 2022 we have 3,992 users in Aberdeen, 56% of all app users. As well as the campaign, we provided suicide prevention training for staff and communities. 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. Those receiving training have included Teachers, Coastguard, Community Councillors, Housing Officers, Offshore Medics and Bar Staff. 92.7% of people trained agreed that the training has been helpful in their professional practice and 86.6% have agreed that training is helpful in their personal life.



## Reduction in Youth Homelessness



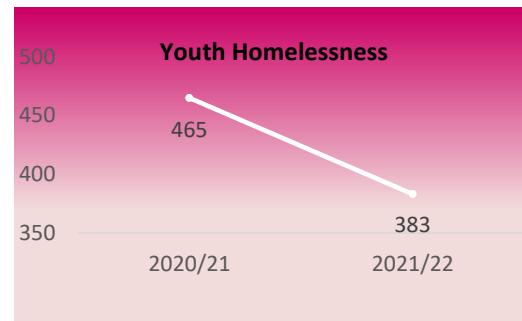
**Improvement  
Project Aim  
Exceeded**

**18%** reduction in youth homelessness.

**3 X more** than the project's original aim of 6%

Experiencing homelessness is known to have a damaging impact on people's health. Youth Homelessness is caused by family breakdown, physical and mental health, previous exclusions from school, other education, training and employment. Our data is showing a 18% reduction in youth homelessness for 16-24 year olds from 465 in 2020/21 to 383 in 2021/22, more than 3 times our aim original aim of a 6% reduction. The improvement achieved for 16-17 year olds in particular is more

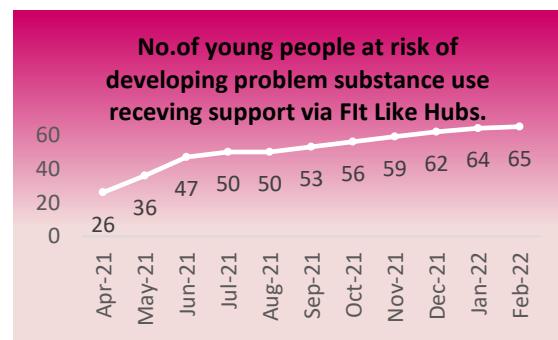
modest. For the year ahead we will be focused on achieving a further 6% reduction from the 2021/22 data through testing a community hosting model to prevent young people from presenting as homeless; whether provision of continued support to 16 and 17 year olds who leave the homeless process without a tenancy or completing their time in supported accommodation to reduce the repeated youth homeless presentations.



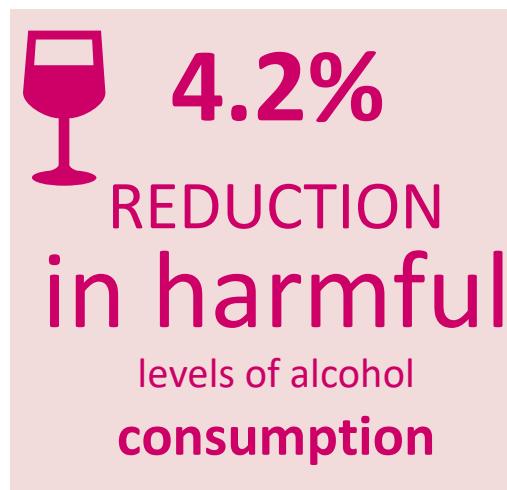
## Early intervention approach to alcohol and drugs

We are taking both an early intervention and targeted approach to reducing harm caused by alcohol and drugs. Our substance misuse curriculum aims to encourage responsible behaviour for all children and young people, whilst more targeted support is available for vulnerable young people at risk of substance misuse. For example, children and young people who have had adverse childhood experiences (ACEs) and children and young people looked after at home and in kinship care. We have developed a data set to help identify those children and young people who may considered at-risk of developing problem substance use which has enabled targeted improvement activity to be undertaken.

As at February 22, 65 young people considered vulnerable and at-risk of developing problem substance use have accessed support through our Fit Like Hubs. A Skills and Knowledge Framework for Prevention and Early intervention has been developed with partners support staff to feel confident in supporting young people to address any issues.



## **Stretch Outcome 12 reduction in harmful levels of alcohol consumption by 4% achieved**



Latest data published in September 2020 regarding alcohol has shown that in 2016-19 an estimated 25% of the adult population was drinking to hazardous/harmful levels. This is down from 29% in 2014-17 and similar to the rate for Scotland of 24%. The rate of alcohol related hospital admissions reduced to 567 per 100,000 population compared to 621 in Scotland.

To sustain and further reduce harmful levels of drinking we are working with communities to support people to understand the drinking guidelines. We are providing alcohol awareness resources and training to customer facing staff to ensure they can identify opportunities for discussion on alcohol and provide information on how to

access Alcohol service. We are also continuing to widen the settings for Alcohol Brief Interventions (ABIs) beyond the traditional settings of primary care, accident and emergency and maternity services. Covid-19 has impacted on the delivery of ABIs in primary care settings and therefore our focus on testing in wider settings to ensure that access to support is as accessible as possible and at the heart of our communities is even more paramount.

## **Partnership approach to naloxone distribution to help save lives**

Naloxone is an emergency medication that can reverse the effects of an overdose of opioids like heroin or methadone and can save someone's life. Medical professionals have been using naloxone in emergencies for many years but we have been working together as a partnership to increase distribution and make sure that anyone who needs it has it to hand and knows how to use it. We now have 4 non alcohol and drug services able to supply naloxone, an increase of 2 in this reporting period, most recently the addition of Police Scotland and Aberdeen City Council. In addition, all Scottish Ambulance Service (SAS) vehicles in Aberdeen city are stocked with take home naloxone kits to be supplied to individuals at risk of overdose or witnessing an overdose with 96% of staff trained in take home naloxone providing on average 12 kits per month since January 2021. Since 2020, 451 people have been trained in naloxone, with 291 being trained in 2021 a 102% increase from 2020. 2 supply training sessions are being held per week and promoted with over 200 expressions of interest.



The effects of naloxone don't last long and our priority is to ensure people get the help they need in the immediate aftermath and the longer term. Our projects are testing various ways to ensure that we are taking an integrated, person centred approach and enabling people to get into the treatment that is best suited for them as quickly as possible. Data shows that on average at least 50% of individuals attending ADA's Duty Drop In service are from three of our priority neighbourhoods (AB11, AB16 & AB24). Establishing strong links with these local communities, advertising and raising awareness about the local support and pathways into treatment that are available and making these as easy to access as possible is a key priority now and in the future.

# Improvement priorities 2022/23

- Increasing the awareness and availability of mental health support for adults, with a focus on the most vulnerable individuals
- Establish and deliver Fire Skills courses targeting young people in areas of high deliberate fire activity to attend, to support the reduction of deliberate fires across the city
- Testing the success and benefits of co-delivery of community health programmes to improve health and wellbeing
- Piloting a community host scheme to support further reduction in youth homelessness
- Linking Continuing Care service for care experienced young people (CEYP) to Assertive Outreach to improve pathways and identification of CEYP at risk of drug related mortality
- Providing innovative whole system approaches developments to reduce fatal drug overdoses, including the increased availability of naloxone through our partner organisations
- Increasing opportunities for individuals who have been at risk of Blood Borne Viruses, being tested and accessing treatment through new ways of testing which can be at the heart of the community, such as a Cepheid Machine, which can be used for rapid Hepatitis C testing.
- Direct Access Prescribing to support individuals access the support they require at the right time and in the right setting
- Supporting people living with COPD or other respiratory conditions into specific PR physical activity and other support programmes delivered in community settings
- Developing an e-learning stigma course for all partner staff and communities to support people undertaking recovery from drug and alcohol issues to maintain drug / alcohol free lives in their community

# Case Study 4. Reducing reoffending by providing support on release from prison



## What are we trying to achieve?

We are aiming to support people on release from prison to ensure that they have access to housing, healthcare, financial advice and throughcare mentors to support them to positively contribute to their community and reduce the likelihood of reoffending.

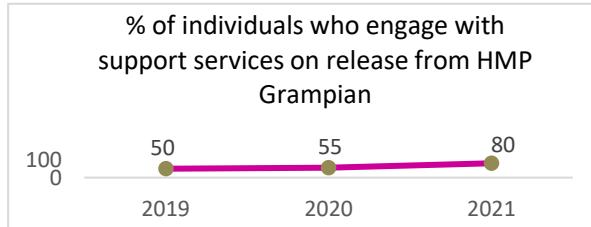
## How are we doing this?

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

- Planning for release earlier (8 weeks' pre-release)
- Providing face to face support meetings prior to release (benefits assessments and mentor meetings)
- Introducing a whole system approach to improve access to all supports on day/week of release (e.g., housing, GP, food, benefits)
- Introducing the use of 'Making Every Opportunity Count' (MEOC) conversations to encourage engagement

## What have we achieved?

- **Aim achieved** with **80%** of individuals have engaged with support services on release in 2021, a **30%** increase since 2019.



- **100%** of individuals have accessed suitable accommodation on day of release throughout 2021, an increase of **13%** since 2019.
- **100%** of individuals have registered with a GP within 1 week of release since July 2021 compared to an average of **66%** in 2019.
- **77%** of individuals have had access to their benefit claim within 7 days of release since July 2021.
- **58%** of individuals have accessed food parcels from CFine since their partnership with the New Routes Mentor team. **1 in 5** of prison releases have gone on to join the CFine Community Pantry accessing affordable food for their families.
- **40%** of individuals have engaged in a MEOC conversation since July 2021.

## What impact have we had?

*"I just wanted to actually call you for a change and say thank you; my house feels like a home, you sorted my PIP, got me my benefits sorted, you've always been on the end of the phone"*  
Individual post liberation



## What have we learnt?

- Earlier planning and face to face pre-release meetings increase the quality of awareness and likelihood of engagement in the community
- Partnership working has increased access to and uptake of support services on release
- Engagement with one community support service significantly increases the likelihood of engagement with others.



# Prosperous Place

## Our Stretch Outcomes

### SO13

Addressing climate change by reducing carbon emissions 61% and adapting to the impacts of climate change by 2026



### SO15

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



### SO15

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



## Headline achievements during 2021/22

168% increase in green champions seeing 83 champs taking forward new initiatives to encourage low carbon behaviour

Call to communities to form community resilience groups to prepare for future emergencies

People cycling increased by 2% in 2021

78% of people walking during 2021 and most common choice for travel within the City Centre (63.2%)

360% increase in community run green spaces

4125 people volunteering across green spaces, across the city in 21/22, a 166% increase

Nature a top priority following adoption of UN Sustainable Development Goals

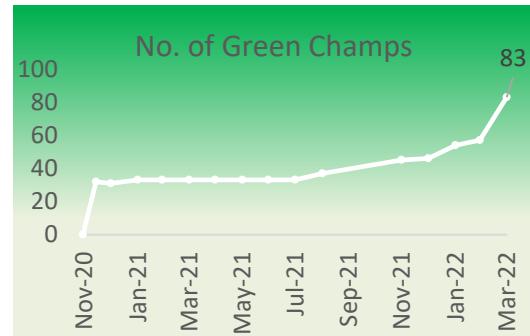
# Progress made during 2021/22

## Green Champs Driving Change to Help Reduce Aberdeen's Emissions

Green Champions are staff volunteers that help identify areas of improvement and drive change within an organisation to encourage sustainable and resource efficient behaviour. Since 2021 Community Planning Aberdeen has recruited an additional 52 staff volunteers, increasing our total green champions to 83 which is a 168% increase since April 2021. The scheme is currently being tested with partner organisations Aberdeen City Council, NHS Grampian and Police Scotland with staff leading a variety of green initiatives including:

- Work place growing
- Food waste
- Reducing single use coffee cups and other plastics
- Reusable menstrual products
- Upcycling and recycling
- Active travel/step count challenge
- Litter picking
- Volunteering

CPA's Green Champions and the initiatives they are leading are helping to instigate change, provide education, and create a platform for sharing sustainable culture and practice across the Partnership and the City. They are helping reduce Aberdeen's emissions through supporting improved understanding and behaviour change across partner organisations.



Thank you for trying out this reusable period product.

We hope that you like it!  
By using this product, you are playing your part in reducing the carbon footprint of our city.  
Let us know what you think of it!  
You can do this by scanning the QR code below or by visiting this page -  
<https://forms.office.com/r/gW6UrbQmCv>  
The form takes less than 5 minutes to complete.



## Call to Communities to Plan and Prepare for Future Emergencies

Emergencies happen and in the last few years Aberdeen has experienced a pandemic, severe winter weather, flooding and travel disruption. her emergencies is joint working between the Council, blue light services and communities. Challenges like these affect us all in going about our daily lives, and how communities organise themselves to prepare for emergencies can make a big difference. At the heart of how communities get through emergencies is how 'resilient' they are - this means how well they can use their strengths to prepare for, respond to and recover from emergencies. Over the last year efforts have geared up to create more Community Resilience Groups across the City to capitalise on vast community resources and understanding of local needs to enhance Aberdeen's overall resilience. A campaign is being led by Aberdeen City Council and Scottish Fire and Rescue Services to raise awareness of the need and drive for community resilience groups, explaining what they are and how they could be part of the remit of existing groups, as well as demonstrating the benefits for communities.

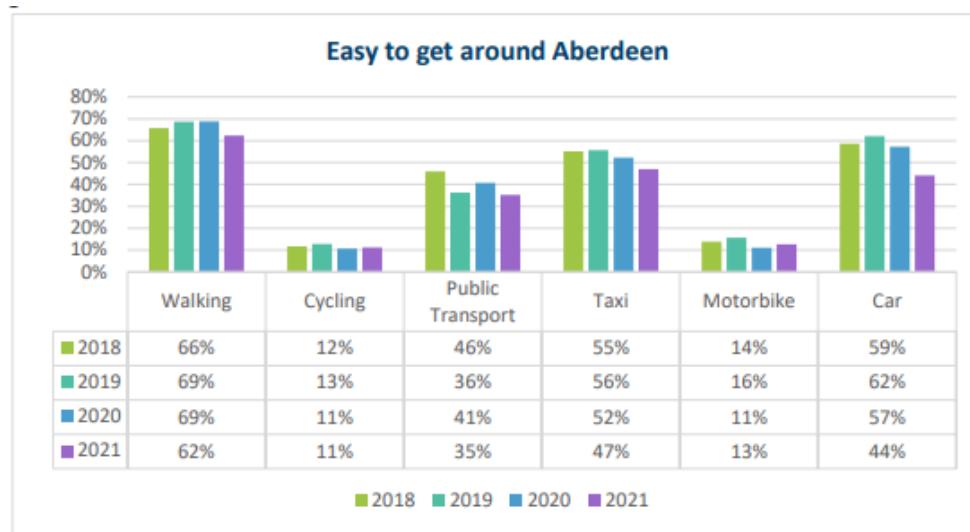


Cults, Bieldside and Milltimber Community Council and Culter Community Council - rallied together and put in place a joint Covid-19 resilience programme. The plan provides their communities with information on what to do in emergencies and encourages people to volunteer to carry out tasks such as driving, delivering emergency supplies and checking on vulnerable residents. As part of the resilience plan there is also a household emergency plan which provides important phone numbers and encourages residents to add their own useful information to the document.

There are many examples of successful partnership working with communities during recent incidents such as Storm Arwen and Covid-19. Formalising this new way of working together through community resilience groups and plans is key to making and keeping Aberdeen safe and well prepared for emergencies.

## Promoting Walking and Cycling

Community Planning Aberdeen is working together to help Aberdeen retain, promote and enable everyone to walk and cycle for recreation and transport. This will not only deliver significant health benefits for people and communities across the City, but also contribute to developing sustainable transport systems and cleaner air all of which contribute, directly and indirectly our place stretch outcomes.



Data from City Voice in 2021 shows that walking is still the mode of travel most commonly reported as easy or very easy and is the most common choice for travel within the City Centre (63.2%) and the rest of the City (59%). Although, City Voice data also shows that the overall percentage of people walking has reduced from 80.6% in 2020 to 77.8% in 2021. This reduction is not surprising as 2020 was at the height of the pandemic when walking was the one activity that Aberdeen residents were encouraged to partake in. Now that restrictions have eased and things are gradually getting back to normal there is a risk that people do not make the same time for walking. The benefits of walking remain clear and we are testing initiatives that we hope will see a return to 2020 levels and indeed exceed them. Health walks are one way we are encouraging people to be more active and to socialise whilst walking and Community Planning Partner Robert Gordon University has been testing the approach with staff and students in the South Locality, highlighting and promoting the benefits to encourage uptake.

City Voice shows that in 2021 the mode of transport most commonly rated as difficult or very difficult was cycling (30.8%), although it also shows that the percentage of people cycling increased from 15.3% in 2020 to 17.3% in 2021.

Panellists selecting difficult or very difficult were invited to provide further information and safety was a common theme for both walkers and cyclists. This highlights the importance of partnership initiatives being tested such as Light for Dark Nights which involves Police Scotland distributing bike lights to cyclists who don't have any, whilst on patrol. This aligns with the 'Be Bright at Night' campaign launched at the end of 2021 by North East road safety partners to encourage those out walking, cycling, or exercising to wear something light-coloured, bright, fluorescent, or reflective.

We have also been working with communities in the Central locality to identify key walking routes that could have an increase in benches to allow rest stops along a route making walking a safer option and more accessible to all.



## 360% increase in community run green spaces and organisations being encouraged to play their part too

Aberdeen's green spaces have been pivotal during the last two years of the pandemic and have helped people stay connected with family, friends and neighbours, providing access to nature in a time when this has been most needed for health. Community involvement in the development and protection of green spaces is key to the continued successful use of parks and green spaces and ensuring green spaces meet the needs of the people using them. Aberdeen already has many successful friends of parks groups and community run green spaces but our aim is to build on this success and create new spaces that are organised and self-managed by the community, particularly in priority neighbourhoods where satisfaction and use is low.



*Above, Earth and Worms transformed an unused space in Tillydrone littered with rubbish into a community garden. Left, Friends of Seaton Park work hard to maintain and improve the much loved park in the central locality.*



### Improvement Project Aim Exceeded

**360%** increase in the number of community run green spaces.  
**188%** over the project's original aim.

Since February 2021 we have seen a 360% increase in the number of new community run green spaces from 5 to 23. This is in addition to the 100 existing groups and 4125 people volunteering to help manage green spaces across the City during 2021/22. See [Case Study 5](#) for more information.

The response from local communities to our call for action has been inspired and we are now appealing to businesses and organisations across the city to do the same. Food growing has been a focus and, again we aspire to build on the good work already taking place in schools and communities to further advance food growing in workplaces. Community Planning

partners Aberdeen City Council, NHS Grampian and Scottish Fire and Rescue are testing different tactics to increase food growing in the workplace. Friendly competition to motivate employees and teams aims to see an increase in efforts to be food growing organisations.

Green champions have also been supporting education and awareness raising about biodiversity and how we can all become nature protecting organisations. Protecting and managing nature was included as a priority within the Local Outcome Improvement Plan refreshed in 2021 after being identified as a gap against the United Nations Sustainable Development Goals (SDGs). The SDGs help create a common language between public, private and third sector organisations and our hope is we can appeal to responsible businesses across the City to work with us to achieve progress in this area.



# Improvement priorities 2022/23

- Increase number of Green Champions across wider public sector partners to help support reduction in carbon emissions and wider environmental improvement activities
- Reach out to community groups to encourage and support them to develop community resilience plans to prepare for future emergencies
- Pursue funding opportunities for bike recycling/ bike library
- Appeal to businesses and organisations to pledge their support for food growing and managing nature
- Improved communications, online presence and awareness raising to inform and empower communities and businesses to get involved and support sustainable practice

# Case Study 5. Increasing the number of community run green spaces



## What are we trying to achieve?

We are aiming to build on the existing good partnership work and further expand the number of community run green spaces by a minimum of 8 that are organised and self-managed for both people and nature.

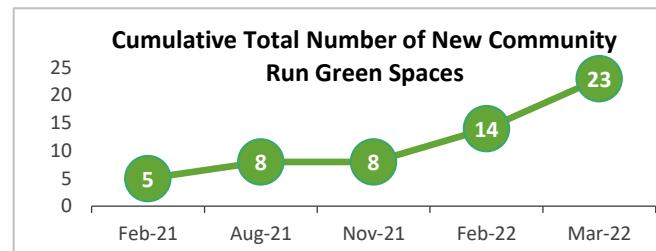
## How are we doing this?

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

- Built a green spaces network of communities and partnerships that empowers communities to establish; take responsibility and run their local green spaces leading to more local engagement and an increase in volunteering and community pride.
- Introduced and supported visible community champions to raise awareness and change thinking about wider sustainability issues in communities.
- Developed information packs and support tools to help the groups get started and work together to steer the groups / space in the right direction.
- Publicised availability of community green space through all available platforms; how to get started; and ways for communities to identify potential unused land.
- Promoted the benefits of successes of current community run spaces, as well as the wider community benefits such as health and wellbeing.

## What have we achieved?

- Achieved our aim with **23** new community run green spaces established as at March 2022, an increase of **18** since Feb 2021, of the 18, **4** are in North, **6** in South & **8** in Central Localities.



- **4125** people volunteering across green spaces, across the city in 21/22, an increase of 166% since 2020/21.
- **6** Community Champions in the Central Locality with videos produced & promoted by champions.
- **64.5%** of city voice panellists were satisfied or fairly satisfied with the quality of overall green/open spaces in the City.
- **33** community partnerships registered as Its Your Neighbourhood groups with Keep Scotland Beautiful (City wide) in 2021. Aberdeen has significantly more registered groups than anywhere else in Scotland.
- National recognition and awards for our community partnership work ie Aberdeen Gold Medal winner in 2021 Keep Scotland Beautiful.

## What impact have we had?

Feedback from a volunteer at one of our green spaces:

*"Spending time in the garden opens my eyes to how much is going on all around me, with insects flying around me constantly. Every sunny day I hear crickets chirping, see butterflies fluttering around, and of course watching the bees busily finding the flowers."*

Sharon Gardener, Springhill Community Garden chairperson



## What are our next steps?

- Continue to embed our improvements to ensure the increase is **sustained**.
- Evaluate existing groups activity per month to run a change idea looking at whether community run green space volunteers would be willing to volunteer in other areas during months of reduced activity in green spaces.
- Continue to encourage new groups and partnerships to register with Keep Scotland Beautiful and their Its Your Neighbourhood initiative.



# Community Empowerment

## Outcome Areas

Community Empowerment Strategy



Community Empowerment Network



Locality Empowerment Groups and Priority Neighbourhood Partnerships



Participation and Asset Transfer Requests



City Voice - Aberdeen's Citizen's Panel



Community Learning & Development



Community funding and participatory Budgeting



## Headline achievements during 2021/22

New Community Empowerment Network bringing together 27 community groups

3 New Locality Empowerment Groups and 26 Community Connectors helping drive improvement in localities

Collaborating with SCDC on training for communities on how to test their ideas for change

Revised Community Learning & Development Plan and positive HMIE visit

Review of City Voice and refresh of Citizens Panel members

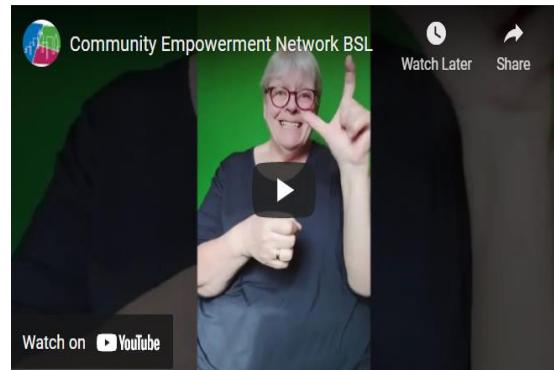
2642 citizens have their say about LOIP priorities using Values Simulator

£1.6m Fairer Aberdeen Fund to support community groups

£100k pot available for participatory budgeting and new PB Toolkit developed

## Putting the community at the heart of community planning

Empowerment is not something we can give people but it is something that we aim to encourage and support communities to achieve. This includes tackling known barriers to community empowerment where we can. The Community Empowerment Network was set up in September 2021 to foster connections between community groups working across the City and provide a space where they can meet to share their knowledge, ask questions and get support for their work. It also raises awareness of the opportunities for community groups to get involved in the work of Community Planning Aberdeen and the 75 improvement projects being taken forward as part of the Local Outcome Improvement Plan.



*The Network is OPEN TO ALL!*

The network currently has 64 members with 27 community groups and organisations represented. So far we have held two online Community Network Events which have offered a choice of workshops for attendees. Topics have ranged from becoming a community councillor, getting involved in Community Planning Aberdeen improvement projects, funding and resources for community groups and how to do digital storytelling. Feedback from the last two events has been very positive with 100% of respondents saying they are interested in attending future events. ALL community groups and organisations are welcome to join the Network.

This includes representatives of our three Locality Empowerment Groups (LEGs) which were set up at the end of 2020 to drive the development and delivery of the North, South and Central Locality Plans. Locality Empowerment Groups are made up of local people interested in improving the quality of life for people living in their community. Members use their own knowledge and experiences to influence priorities and help determine solutions.

**Are you enthusiastic about improving your community?  
We need you!**



Do you want to positively influence your community?  
Do you want to work in partnership to deliver change?  
If the answer is YES, Locality Empowerment Groups could be for you!

The LEGs cover all of the neighbourhoods that sit within the north, south and central locality boundaries which together cover the whole of the City. They discuss local needs and ideas for how to make things better. They also discuss issues that are common citywide e.g. experiences of poverty.

As well as the LEGs we have three Priority Neighbourhood Partnerships (PNPs) which focus on some areas of the City which experience the greatest disadvantage. These partnerships were set up in 2017 before we had LEGs and continue to meet to discuss local community issues. The LEGs and PNPs work together to take shared priority issues forward. See Table 1 below.

Table 1. Localities, neighbourhoods and priority neighbourhoods

Localities	North	South	Central
<b>Neighbourhoods</b>	1.Dyce 2.Danestone 3.Oldmachar 4.Denmore 5.Balgownie & Donmouth 6.Bucksburn 7.Heathryfold 8.Middlefield 9.Kingswells 10.Northfield 11.Cummings Park 12.Sheddockslay 13.Mastrick 14.Summerhill	1.Culter 2.Cults, Bieldside, Milltimber & Countesswells 3.Hazlehead 4.Braeside, Mannofield, Broomhill & Seafield 5.Garthdee 6.Ferryhill 7.Kincorth, Leggart & Nigg 8.Torry 9.Cove	1.Tillydrone 2.Old Aberdeen 3.Seaton 4.Woodside 5.Hilton 6.Stockethill 7.Ashgrove 8.George Street 9.Froghall, Powis & Sunnybank 10.Midstocket 11.Rosemount 12.City Centre 13.Hanover 14.West End
<b>Priority neighbourhoods (Based SIMD analysis)</b>	7.Heathryfold 8.Middlefield 10.Northfield 11.Cummings Park 13.Mastrick	7.Kincorth 8.Torry	1.Tillydrone 3.Seaton 4.Woodside 6.Stockethill 7.Ashgrove 8.George Street
<b>Locality Empowerment Group</b>	<b>North LEG</b>	<b>South LEG</b>	<b>Central LEG</b>
<b>Priority Neighbourhood Partnership</b>	<u>Wider Northfield</u>	<u>Torry</u>	<u>Seaton, Woodside &amp; Tillydrone</u>
<b>Locality Plans</b>	<u>North Locality Plan</u>	<u>South Locality Plan</u>	<u>Central Locality Plan</u>



**Community connectors** are members of the Locality Empowerment Groups and Priority Neighbourhood Partnerships that become involved in a LOIP project to help represent their community. They provide a community voice on the project team and help ensure the Community Planning Partnership is listening to community ideas. So far we have 26 community connectors involved in projects ranging from aiming to tackle poverty, support children and young people's mental health, secure positive destinations for vulnerable learners, help people involved in the justice system find employment, increase active travel and support community food growing.

By actively encouraging communities to be involved in our improvement projects we hope to avoid the need for communities to make a formal participation request. Over the last year we have had 0 participation requests. We are collaborating with SCDC to promote this proactive way of working across Scotland and to develop training for communities to upskill them in improvement methodology and build their confidence in being involved in multi-agency improvement projects.

# Community Learning & Development

In November 2021 we published a revised Community Learning and Development Plan which sets out how Community Planning Aberdeen and wider partners will work together to support communities to learn, develop and engage in their communities. CLD empowers people of all ages to work individually or collectively to make positive changes in their lives, and in their communities. Whether someone wants to better their personal situation, or make things better for their family or the wider community, it is about giving people the skills and confidence to be able to go after what they want and to succeed regardless of their background or current circumstances. The revised CLD plan identifies Youth Work, Community Development and Adult Learning as top priorities. It builds on work carried out over the last year to deliver improvement in these areas.



The image shows the front page of the CLD Bulletin for March 2022. The title 'CLD Bulletin' is at the top right. Below it is a section titled 'In this issue:' with several items listed. There are also two photographs: one of the Scottish Youth Parliament Youth Work Team and another of a group of people. The text is mostly in a small, black font, with some headings in bold.

## Community Development

- Support community representatives to engage with Priority Neighbourhood Partnerships and Locality Empowerment Groups to build community involvement post pandemic
- Building relationships in newly identified priority neighbourhoods Kincorth, Stockethill, Ashgrove and George Street
- Working with local community groups and community centres to resume activities as restrictions ease. For example hosting the Come and Network (CAN) week which offers virtual training for community groups and volunteers.

## Youth Work

- The Youth Work team has worked with children and young people through the Education Recovery Project. Funding to continue the project has been extended up until July 2023.
- A P6/7 group for children in Kincorth started in March 2022, with 15 regularly attending.
- Youth Workers are supporting the Northfield Community Centre youth group. On any one night up to 40 children and young people attend.
- A new group at Mastrick Community Centre has started up for the young people who engage in the Mastrick Hub Project. Five young people were elected to stand as Members of the Scottish Youth Parliament and represent the constituencies of Aberdeen Donside, Aberdeen Central and Aberdeen South/North Kincardine. Four of the MSYP's have been elected to positions on the SYP committee groups, including Justice, External Affairs and Sports and Leisure.

## Adult Learning

- Provision of learning / workshop opportunities for families across the city including one to one support and programmes such as outdoor and alternative learning, supper and science and Geronimo delivering learning activities for targeted families across the City
- The Healthy Minds team provides support to adults in recovery from mental illness
- Power tools is a suite of self-development modules which has been rolled out across the city as part of CLD's employability work.

At the end of 2021 Her Majesty's Inspectors of Education (HMIE) made a revisit to Aberdeen following a previous inspection in 2017 to explore the impact of the pandemic. HM Inspectors were very positive during the visit, finding that all recommendations for improvement identified as part of the first inspection have now been addressed. As a result, they will make no more visits to Aberdeen City in connection with the original inspection. During the visit CLD partners were applauded for their quick response to effectively support individuals and communities affected by COVID-19.

## Citizens invited to have their say via Values Simulator and City Voice

Last year we also sought the views of the general public using a new online simulator to gauge citizens values. Aberdeen City Council and Police Scotland as key members of the Partnership invested in the online software recognising the challenges faced by citizens living in some localities to engage and participate in community planning. While targeted community engagement is undertaken primarily through the Locality Empowerment Groups and Priority Neighbourhood

Partnerships, the simulator enabled CPA to gauge more generally the attitude, priorities and values of the people and communities across Aberdeen to inform the development of the refreshed Local Outcome Improvement Plan. The simulator allowed participants to choose from a set of projects and to rank those projects in relation of importance to the participant. With restrictions in place due to the pandemic, the online simulator provided a real opportunity for us to check in with the public to ensure that we are on track, or understand where we need to do more. The simulator was open between 1 – 31 March 2021, during which time a total of **2,642 people took part**. In general, there was broad representation across demographic groups and areas of the City. A summary of the results is available to view [here](#). The introduction of the values simulator has enabled more citizens to express what is important and of value to them and for their community. It is one of a range of tools we will be testing with communities to maximise engagement, participation and empowerment.

[City Voice](#) is the name of our Citizen's panel and another important and well established method of gathering views from communities across the City. At the beginning of 2022 we completed a review of City Voice to increase response rates, improve the usefulness of the questionnaires and enhance the experience of panel members. Engagement with panel members, the Youth Council and wider stakeholder was undertaken as part of the review. Key recommendations following the review include:

- Refreshing the existing panel now and every 3-5 years
- Targeted recruitment to address under-represented groups
- Surveys should be kept short, taking no longer than 15 minutes to complete
- Forward planning to determine number of surveys needed during the year and cut down on production time
- Use panel to help develop good surveys
- Encourage digital participation
- More timely reporting of results and better communications
- Testing of translations services
- Signposting to further opportunities to get involved in the work of the Partnership

Implementation of these recommendations is now underway with the first step being to refresh the existing panel. Current panellists are being asked if they still want to be on the panel and this will be followed by a recruitment exercise to encourage new people to join the panel and give us their views.



## Community funding and participatory budgeting

The Fairer Aberdeen Fund is allocated by Aberdeen City Council to tackle poverty and deprivation, contributing to the LOIP Stretch Outcome 1: No one will suffer due to poverty by 2026. The Fund is allocated by a deliberative participatory budgeting approach, with a Board made up of Elected Members, Community Planning Partners, and community representatives with lived experience. The Fund supports initiatives and services in priority areas, as well as vulnerable groups across the city. In 2021-22 £1.6m was made available to support this work. 35,610 people were involved or benefitted from the 38 funded initiatives within the main programme.

The Fairer Aberdeen Board allocated £75,000 to undertake a PB event during February 2022 with an additional £25,000 made available through the ACC Environmental Policy Team. A steering group made up of partners and community representatives prioritised the funding for initiatives to improve the health and wellbeing of young people, recognising the impact the pandemic has had on their mental health and wellbeing, relationships with their peers and their activities and social lives. Improving the mental health of young people by engaging them with the natural environment and tackling climate change was also a priority.

26 applications were received from organisations working across the city. Many groups had innovative ideas on how to improve the natural environment and encourage young people to engage with outdoor spaces. These included community gardens, food growing, coastal learning activities, outdoor cooking facilities, installing fitness and sports equipment in parks and green spaces, event shelters, litter clean ups and native tree planting along the banks of the Rivers Dee and Don. Activities also included dance, theatre, music, singing, street art, outdoor learning, environmental improvements and outdoor activities and sports.

## Improvement priorities 2022/23

- Revise and develop our Community Empowerment Strategy with communities and partner stakeholders
- Strengthen involvement of communities in community planning city wide and at locality level via development of the Locality Empowerment Groups and Priority Neighbourhood Partnerships
- Continue to recruit and develop community connectors to represent communities as part of Community Planning Aberdeen improvement projects, providing community friendly training on improvement methodology and community learning and development support
- Deliver the revised Community Learning and Development Plan and develop mechanisms for reporting progress to the Community Empowerment Group
- Test changes to City Voice to increase the representative response rate to questionnaires and improve experience of panel members as well as continue to test new ways of engaging the public on important issues
- Adapt the Participatory Budgeting Toolkit developed for ACC to promote and encourage PB across all partner organisations and explore how pb will be used to further support community participation and empowerment.

# Who's Who

## CPA Board and Management Group

Provides strategic leadership and direction.

<b>Chair CPA Board</b>  Councillor Alex Nicoll, ACC	<b>Vice-Chair of CPA Board</b>  Kate Stephen, Police Scotland	<b>Partners involved</b> <ul style="list-style-type: none"><li>• Aberdeen City Council</li><li>• NHS Grampian</li><li>• Aberdeen City Health and Social Care Partnership</li><li>• Police Scotland</li><li>• Robert Gordon University</li><li>• SFRS</li><li>• University of Aberdeen</li><li>• Skills Development Scotland</li><li>• North East Scotland College</li><li>• Nestrans</li><li>• Active Aberdeen Partnership</li><li>• Scottish Enterprise</li><li>• Civic Forum</li><li>• ACVO</li></ul>
<b>Chair Management Group</b>  Gale Beattie, ACC	<b>Vice-Chair of Management Group</b>  David Howieson, Police Scotland	

## Outcome Improvement Groups

### Anti-Poverty Group

Preventing suffering due to poverty.

<b>Chair</b>  Derek McGowan, ACC	<b>Vice Chair</b>  Lawrence Johnston, SCARF	<b>Lead Contact</b>  Susan Thoms, ACC	<b>Partners involved</b> <ul style="list-style-type: none"><li>• Aberdeen City Council</li><li>• Aberdeen Health and Social Care Partnership</li><li>• ACVO</li><li>• CFine</li><li>• Civic Forum</li><li>• DWP</li><li>• GREC</li><li>• NHS Grampian</li><li>• North East College Scotland</li><li>• SCARF</li><li>• University of Aberdeen</li></ul>
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## Aberdeen Prospers Responsible for improving our economy.

Chair	Vice Chair	Lead Contact	Partners involved
 Allison Carrington, SDS	 Duncan Abernethy, NESCOL	 Arshia Khatir, ACC	<ul style="list-style-type: none"> <li>• Aberdeen City Council</li> <li>• Skills Development Scotland</li> <li>• North East Scotland College</li> <li>• Nestrans</li> <li>• Robert Gordon University</li> <li>• Scottish Enterprise</li> <li>• Civic Forum</li> <li>• ACVO</li> <li>• DWP</li> </ul>

## Integrated Children's Services Board Ensuring children are the future.

Chair	Vice Chair	Lead Contact	Partners involved
 Graeme Simpson ACC	 Tracy Davis, NHS Grampian	 Lydia Ross, ACC	<ul style="list-style-type: none"> <li>• Aberdeen City Council</li> <li>• ACVO</li> <li>• Children's Hearings Scotland</li> <li>• NHS Grampian</li> <li>• Police Scotland</li> <li>• Scottish Children's Reporters Association</li> <li>• Scottish Fire and Rescue</li> <li>• ACHSCP</li> <li>• Active Aberdeen Partnership</li> <li>• Skills Development Scotland</li> </ul>

## Resilient, Included & Supported Group Helping people live independently.

Chair	Vice Chair	Lead Contact	Partners involved
 Bryan Nelson SFRS	 Alison MacLeod, ACH&SCP	 Amy Richart ACHSCP	<ul style="list-style-type: none"> <li>• Aberdeen City Health and Social Care Partnership</li> <li>• Aberdeen City Council</li> <li>• ACVO</li> <li>• NHS Grampian</li> <li>• Scottish Fire and Rescue Service</li> <li>• Police Scotland</li> <li>• Alcohol and Drugs Partnership</li> <li>• Active Aberdeen Partnership</li> </ul>

## Community Justice Group

Improving outcomes for people involved in the justice system.

Chair	Vice Chair	Lead Contact	Partners involved
 <p>Derek McGowan, ACC</p>	 <p>Darren Bruce, Police Scotland</p>	 <p>Chris Parker ACC</p>	<ul style="list-style-type: none"> <li>• Aberdeen City Council</li> <li>• Health and Social Care Partnership</li> <li>• Crown Office &amp; Procurator Fiscal</li> <li>• NHS Grampian</li> <li>• Police Scotland</li> <li>• Scottish Courts and Tribunals</li> <li>• Scottish Fire and Rescue</li> <li>• Scottish Prison Service</li> <li>• Skills Development Scotland</li> <li>• ACVO</li> <li>• Alcohol and Drugs Partnership</li> <li>• Civic Forum</li> <li>• Active Aberdeen Partnership</li> <li>• Community Justice Scotland</li> </ul>

## Alcohol and Drugs Partnership

Tackling issues arising from substance misuse.

Chair	Vice Chair	Lead Contact	Partners involved
 <p>Gale Beattie, ACC</p>	 <p>Dermot Craig, TBC</p>	 <p>Simon Rayner, ADP</p>	<ul style="list-style-type: none"> <li>• Police Scotland</li> <li>• Aberdeen City Health and Social Care Partnership</li> <li>• Aberdeen City Council</li> <li>• NHS Grampian</li> <li>• ACVO</li> <li>• Scottish Fire and Rescue Service</li> <li>• Scottish Prison Service</li> <li>• Active Aberdeen Partnership</li> <li>• Alcohol and Drugs Partnership</li> <li>• Aberdeen in Recovery</li> <li>• Civic Forum</li> <li>• Aberdeen in Recovery</li> </ul>

## Sustainable City Group

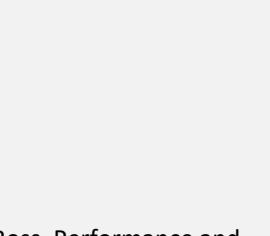
Creating a safe, attractive, welcoming environment.

Chair	Vice Chair	Lead Contact	Partners involved
 <p>Jillian Evans, Public Health, NHS Grampian</p>	 <p>David Dunne, ACC</p>	 <p>Jacqui Bell, NHS Grampian</p>	<ul style="list-style-type: none"> <li>• Aberdeen City Council</li> <li>• Active Aberdeen Partnership</li> <li>• ACVO</li> <li>• Civic Forum</li> <li>• NHS Grampian</li> <li>• Police Scotland</li> <li>• Scottish Fire and Rescue Service</li> <li>• Sport Aberdeen</li> <li>• Nestrans</li> <li>• SEPA</li> <li>• Scottish Natural Heritage</li> </ul>

## Community Empowerment Group Ensuring community perspective.

Chair	Vice Chair	Vice Chair	Partners involved
 Michelle Cochlan, ACC	 Maggie Hepburn, ACVO	 Jonathan Smith, Civic Forum	<ul style="list-style-type: none"><li>• Aberdeen City Council</li><li>• ACVO</li><li>• Aberdeen Health and Social Care Partnership</li><li>• Civic Forum</li><li>• Grampian Regional Equality Council (GREC)</li><li>• Police Scotland</li><li>• Scottish Fire &amp; Rescue Service</li><li>• NHS Grampian</li><li>• University of Aberdeen</li></ul>

## Community Planning Team Provides strategic support to Partnership colleagues.

 Michelle Cochlan, Community Planning Manager, ACC	 Allison Swanson, Improvement Programme Manager, ACC	 Lydia Ross, Performance and Strategy Development Officer, ACC
 Anne McAteer, Research Officer, ACC	 Martin Wyllie, Transformation and Improvement Advisor, ACC	

## **Integrated Locality Planning Team** Responsible for delivering our three Locality Plans.

<b>South</b>  <p>Lauren Mackie, Public Health Coordinator, ACHSCP</p>	<b>Central</b>  <p>Chris Smillie, Public Health Coordinator, ACHSCP</p>	<b>North</b>  <p>Andrea Gilmartin, Public Health Coordinator, ACHSCP</p>
<b>Torry</b>  <p>Rachel Harrison Senior Housing Officer, ACC</p>	<b>Tillydrone, Seaton, Woodside</b>  <p>Paul Tytler Locality Manager, ACC</p>	<b>Northfield, Mastrick, Middlefield Heathryfold, Cummings Park</b>  <p>Martin Smith Locality Manager, ACC</p>

For all enquiries in relation to this report, or about Community Planning Aberdeen, please contact the Community Planning Team by emailing: [communityplanning@aberdeencity.gov.uk](mailto:communityplanning@aberdeencity.gov.uk) or visit [www.communityplanningaberdeen.com](http://www.communityplanningaberdeen.com)