



Community Planning Aberdeen Management Group

Meeting on **WEDNESDAY, 26 OCTOBER 2022 at 2.00 pm**

** Virtual - Remote Meeting, Aberdeen **

BUSINESS

APOLOGIES

MINUTES

- 1.1 Minute of Previous Meeting of 17 August 2022 - for approval (Pages 3 - 24)
- 1.2 Draft Minute of Meeting of the CPA Board of 23 September 2022 - for information (Pages 25 - 42)

STRATEGIC BUSINESS

- 2.1 Draft Community Empowerment Strategy 2023-2026 (Pages 43 - 66)

CPA IMPROVEMENT PROGRAMME

- 3.1 CPA Improvement Programme Quarterly Update and Appendices (Pages 67 - 112)
 - Appendix 1 – CPA Improvement Programme Overview
 - Appendix 2 – Case Studies
 - Appendix 3 - Draft Making Aberdeen a Living Wage City Action Plan
- 3.2 Project End 1.6: Increase the uptake of unclaimed benefits by 10% across Aberdeen City by 2023 (Pages 113 - 118)
- 3.3 Project End 15.2: Increase community food growing in schools, communities and workplaces by 12 2023 (Pages 119 - 126)
- 3.4 Child Friendly City Update (Pages 127 - 154)

GENERAL BUSINESS

- 4.1 Community Planning Budget 2022/2023 – Q2 Budget Monitoring Report
(Pages 155 - 158)

FORWARD BUSINESS PLANNER / FUNDING TRACKER AND FOR INFORMATION ITEMS

- 5.1 CPA Management Group Forward Planner (Pages 159 - 160)
- 5.2 Funding Tracker (Pages 161 - 172)
- 5.3 Date of Next Meeting - 18 January 2023

Should you require any further information about this agenda, please contact Community Planning at communityplanning@aberdeencity.gov.uk

**COMMUNITY PLANNING ABERDEEN MANAGEMENT GROUP
17 AUGUST 2022**

Present:- Gale Beatie (Aberdeen City Council) (Chair), David Howieson (Police Scotland) (Vice Chair), Jamie Bell (Scottish Enterprise), Dave Black (GREC), Allison Carrington (Aberdeen Prospers), Heather Crabb (University of Aberdeen), Rab Dickson (Nestrans), Jillian Evans (Sustainable City and NHSG), Richard Findlay (SFRS), Nicola Graham (Skills Development Scotland), Maggie Hepburn (ACVO), Derek McGowan (Anti-Poverty Group and Community Justice Group), Robert Laird (NESCOL), Alison MacLeod (Aberdeen City Health and Social Care Partnership and Resilient, Included and Supported Group), Simon Rayner (Alcohol and Drugs Partnership) and Graeme Simpson (Children's Services Board).

Also Present:- Michelle Cochlan, Kymme Fraser, Graeme Gardner, Martin Murchie, Gael Simpson and Allison Swanson (Aberdeen City Council).
Lauren Mackie (ACH&SCP)

Apologies:- Andy Buchan (SFRS), Lavina Massie (Civic Forum) and Alison Watson (Robert Gordon University).

Topic	Discussion/Decision	Action By
1. Welcome	The Chair welcomed everyone to today's meeting and highlighting that Bryan Nelson, SFRS and Chair of the Resilient, Included and Supported Group and had moved to a new role and that Andrew Dick, SFRS, had retired and was being replaced on the Management Group by Andy Buchan. Andy was unable to attend today's meeting and was substituted by Richard Findlay.	
2. Minute of Previous Meeting of 1 June 2022 for approval	The Management Group had before it the minute of its meeting of 1 June 2022, for approval. <u>The Management Group resolved:</u> (i) to agree the minute as a correct record, subject to Robert Laird, NESCOL, apologies being added; and (ii) to note all actions had been undertaken.	
3. Minute of Meeting of the CPA Board of 7 July 2022	The Management Group had before it the draft minute of the CPA Board meeting 7 July 2022, for information. <u>The Management Group resolved:</u> to note the draft minute.	

Topic	Discussion/Decision	Action By
<p>4. Draft Annual Locality Plans Report 2021/22</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 4</p>	<p>The Management Group had before it a report which presented the draft Annual Locality Plans report 2021/22. This was the first Annual Report since the Locality Plans were published in July 2021.</p> <p>The report recommended:- that Management Group</p> <ul style="list-style-type: none"> (a) consider the current draft of the Annual Report 2021/2022 as contained at Appendix 1; (b) note that draft report was out for consultation until 22 August 2022 with the Locality Inclusion Manager and Community Development Officers to address any gaps in information and data; (c) agree the submission of the next iteration of the draft Annual Report 2021/2022 to the CPA Board on 14 September 2022; and (d) note that an easy read version of the Annual Report would be produced. <p>Speaking in furtherance of the report, Lauren Mackie advised that following approval of the annual reports, they would be split into each locality Plan for circulation/promoted across the respective localities. She also highlighted that a Locality Planning Refresh Roadmap had been developed to give a systematic approach to next steps in the delivery of locality plans. The intension of the Roadmap was to refresh the role and remit of the LEGs and PNPs, review and prioritise community ideas, identify community assets and plan community projects based on action for change.</p> <p>The Management Group welcomed the report showing the breadth of activity happening within the three localities and in particular the alignment to the LOIP projects and outcomes being achieved by those.</p> <p>Partners discussed the decline in engagement with the Locality Empowerment Groups and Priority Neighbourhood Partnerships and recognised the steps to be taken in the Roadmap. Ways to increase engagement continued to be explored and it was suggested that the introductions to the annual reports when split should be community friendly, recognising the current challenges facing people and communities and empowering all to get involved in making changes to improve outcomes further for their localities.</p>	

Topic	Discussion/Decision	Action By
Page 5	<p>In terms Locality Planning within Aberdeen City Council, Derek McGowan advised that he was currently reviewing the structure, but was looking to ensure a post to oversee it and hoped by the next meeting the position would be able to be confirmed.</p> <p>It was recognised that this was the first year of Locality Annual reports since the Locality plans had been approved and areas of further development were highlighted, namely, increased use of locality level data to show whether outcomes were being improved and also clarity on the areas of improvement to be focused on for the year ahead.</p> <p><u>The Management Group resolved:</u></p> <ul style="list-style-type: none"> (i) to approve the recommendations; and (ii) to agree that the Chair and Vice Chair approve the next iteration, addressing the comments above, where possible, of the of the Annual Report 2021/22 in advance of submission to the Board meeting on 14 September 2022. 	<p>Derek McGowan, ACC</p> <p>Locality Leads</p>
5. Community Justice Scotland's Outcome and Performance and Improvement Framework Presentation	<p>The Management Group received a presentation from Derek McGowan, Chair of the Community Justice Group on Community Justice Scotland's Outcome and Performance and Improvement Framework (OPIF) implementation project as prepared by Fraser McKinlay, May 2022.</p> <p>In terms of background, Derek advised Community Justice Scotland had been developing a revised OPIF since April 2021 and was currently consulting with a view to the final OPIF being approved by Scottish Ministers in September 2022 and new reporting to begin from 1 April 2023.</p> <p>Derek then went to advise of:</p> <ul style="list-style-type: none"> • Context – current Community Justice landscape in Scotland, highlighting in particular: <ul style="list-style-type: none"> ○ Scottish Government's Vision for Justice ○ New Community Justice Strategy ○ Consultation on creation of a new National Care Service raising the possibility of justice social work services being 'in scope' ○ Recover, Renew, Transform 	

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Page 6	<ul style="list-style-type: none"> • What had been done so far - engagement with key stakeholders from CJS, SG and Care Inspectorate • The OPIF – In statutory terms, the OPF had two main purposes: <ol style="list-style-type: none"> 1. A tool to measure progress against Community Justice Strategy 2. It should set out “outcomes in relation to community justice which were to be achieved in the area of each local authority” and... “indicators to be used to measure performance in achieving the outcomes”. <p>As CJS refines the framework, it was likely that the OPIF would have three distinct but linked elements:</p> <ol style="list-style-type: none"> 1. National data set 2. National outcomes and indicators 3. Local outcomes and indicators • Key stakeholder perspectives - Providing a deeper understanding of community justice delivery locally, including how people experience it – how to get the voice of lived experience more embedded, may require the Community Justice Group membership to be reviewed • Conclusions and next steps <p>Derek highlighted that approach was already by the Community Justice Group and the LOIP with data at the heart of the LOIP planning and reporting and therefore he did not foresee that the OPIF would require any changes, however would need awareness and to ensure alignment. The final OPIF recommendation to Scottish Ministers was expected in September 2022, with a decision in October 2022 and if approved implemented from 1 April 2023. In light of the existing alignment and structure within Aberdeen, the Care inspectorate were coming to Aberdeen on 15 September to discuss Aberdeen’s contribution to our national review of diversion from prosecution, in particular they were interested in our model of embedding community justice within the Community Planning Partnership.</p> <p>The Management Group noted the current complex context for Community Justice in Scotland, welcomed the discussion to be had on 15 September and highlighted the benefit if the Community Justice Strategic landscape aligned, as far as possible, with OPIF to avoid duplication. As above, it was also recognised that a lot of the aspects would already be covered within the LOIP and therefore it was suggested that a gap</p>	

Topic	Discussion/Decision	Action By
	<p>analysis be undertaken against the LOIP and Community Justice Strategy and proposed new outcomes to evidence of existing alignment.</p> <p><u>The Management Group resolved:</u></p> <ul style="list-style-type: none"> (i) to thank Derek McGowan for the informative presentation; (ii) to request Derek McGowan to provide a report to the CPA Board and/or Management Group once clarification on the requirements on the Partnership had been confirmed; and (iii) to request that a gap analysis be undertaken against the LOIP and the Community Justice Strategy and outcomes to evidence current alignment. 	<p>Derek McGowan, ACC</p> <p>Derek McGowan, ACC</p>
<p>2. CPA Improvement Programme Update and Appendices</p> <p>Page 7</p>	<p>The Management Group had before it a report which provided an update on the progress towards the Stretch Outcomes and improvement projects within the Local Outcome Improvement Plan 2016-26 which had started, or were due to start, to deliver the Partnership's 15 Stretch Outcomes by 2026 on the basis of the Improvement Programme 21-23 approved by the Board on 15 September 2021.</p> <p>The report recommended:- that the Management Group</p> <ul style="list-style-type: none"> (a) consider the overview of progress against the CPA Improvement Programme, as well as the overview for each Stretch Outcome; respective improvement projects and the Community Empowerment Group workstreams as contained at Appendix 1; (b) discuss the status of the improvement aims to be achieved by 2022 and with a red ragging status as detailed at section 5 and in Appendix 1, as well as the risks/issues detailed in each of the Stretch Outcome overviews and determine any mitigating actions required; (c) consider the two spotlight case studies as contained at Appendix 2 and agree that these be submitted to the CPA Board; (d) note that nine aims had now achieved as detailed at 4.1 and three project end reports were on today's agenda, with the further project end reports to be submitted once sustained improvement was evident; and (e) approve the two new charters included at Appendix 3 for submission to the CPA Board on 14 September 2022. 	

Topic	Discussion/Decision	Action By						
Page 8	<p>Nine aims had now been achieved and three project end reports approved and a further three to be considered later on the agenda. The other projects were continuing to ensure the improvement was sustained and working on their project end reports. There were also, case studies for two projects at appendix 2 to show their story in terms of the changes they're testing and outcomes achieved to date.</p> <p>There were 20 improvement aims to be achieved by 2022, 4 of which have been achieved, with 16 still to be achieved. Of the 16 still to be achieved, 5 have a red ragging status (3.3, 3.5, 4.1, 5.2, 9.2) and 4 have still to provide baseline data (3.3, 4.3, 5.1 & 5.2). The Management Group was asked to discuss those and identify any support required to progress.</p> <p>In respect of improvement aims to be achieved by 2023, at present eight had a red ragging status.</p> <p>The Management Group agreed to focus on those projects with red ragging status and thereafter, the Group heard from the respective chairs who highlighted the following respective improvement aims which had a red rag status or had issues to be raised:</p>							
	<table border="1"> <thead> <tr> <th data-bbox="427 981 510 1050">SO</th> <th data-bbox="510 981 607 1050">Live Ref.</th> <th data-bbox="607 981 1039 1050">Project Aim</th> <th data-bbox="1039 981 1659 1050">Status</th> </tr> </thead> <tbody> <tr> <td data-bbox="427 1050 510 1201">1</td> <td data-bbox="510 1050 607 1201">1.2</td> <td data-bbox="607 1050 1039 1201">Reduce by 50% the number of homes with an EPC rating of F&G by 2023, leading to 100% by 2026.</td> <td data-bbox="1039 1050 1659 1201">No reported activity since charter approved in Nov 21. Work was closely aligned with 1.5 Fuel Poverty but due to changes in personnel and staff</td> </tr> </tbody> </table>		SO	Live Ref.	Project Aim	Status	1	1.2
SO	Live Ref.	Project Aim	Status					
1	1.2	Reduce by 50% the number of homes with an EPC rating of F&G by 2023, leading to 100% by 2026.	No reported activity since charter approved in Nov 21. Work was closely aligned with 1.5 Fuel Poverty but due to changes in personnel and staff					

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Page 10	3	3.3	Increase the number of people within Aberdeen City qualified with ICT and Digital skills at SCQF Levels 7 and above by 10% by 2023	Baseline data on above Level 7 required. No progress of activity or outcomes reported since revised charter approved in Dec 21. However, Education & partners were mapping the digital provision in schools to determine if/where there were gaps and identify ways to fill them. This work would be reported via the project and aim was to use this framework to enhance and expand computing teaching in schools. Chair of Aberdeen Prospers was holding a meeting on 18 Aug 2022 to discuss alternative change ideas, targeting a non-school audience and was actively supporting this project to progress. Discussion as to a potential new PM, or Co-Lead to ensure traction going forward was being held.	Allison Carrington, SDS
	3	3.4	Increase the number of Modern and Graduate Apprenticeships by 5% by 2022.	Aim was to be achieved by 2022, changes now being tested however the collective impact of these change ideas had yet to be assessed by the Project however would be reflected in the next update.	

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Page 11	3	3.5	80% of young people would successfully complete their Modern Apprenticeship programme by 2022.	Aim was to be achieved by 2022, however despite number of contacts by the Chair of Aberdeen Prospers and the Lead Contact no project activity, or outcomes reported since charter approved in Apr 22. Robert Laird advised that he thought that progress had been made and would follow this up. The Chair asked for this to be updated in advance of the CPA Board meeting on 14 September 2022.	Allison Carrington, SDS/Robert Laird, NESCOL
	4	4.1	Reduce the number of births affected by drugs by 0.6% by 2022.	Aim to be achieved by 2022. Project update on activity/outcomes required. No updates or contact with PM. Despite lack of updates, data appears to be showing an improving trend, however it was unknown if tis was by design. Simon Rayner advised that he had no had capacity to keep project update current, however there had been some activity, however he also highlighted that a change in demographic was causing the decline and that additional capacity was needed around the project. It was agreed that the Graeme Simpson and Simon Rayner discuss outwith the meeting and that a full update on status of the project and the activity being undertaken to make the difference be provided to the next Children's Services Board and then the Management Group.	

Topic	Discussion/Decision				Action By
Page 12	4	4.2	Reduce the number of repeat emergency hospital admissions for unintentional injury to children under 5 years by 5% by 2023	Baseline data remains an issue, project now determining definition of 'repeat' and how to establish data. A new NHS contact had now been established and was in the process of finding the data. Project was on pause from Nov – June due to PM supporting to refugees and therefore no progress was made. Hoping to see progress now.	
	5	5.2	Increase by 80% the use of digital wellbeing resources for children and young people's mental health and wellbeing by 2022 and increase by 40% the use of the wellbeing scenario on the Mind of my Own app by care experienced children and young people by 2022.	Two aims being taken forward together and both to be achieved by 2022, however baseline data still required for first aim & to be provided via a survey of current position. A number of areas of challenge impacting on the project discussed by CSB as detailed at the key issues. Uncertainty of the impact of the changes, for example the Safer Schools App had been launched in every primary and secondary school in the City, however the App was specifically designed not to capture analytics and therefore no data provided. The next version which was due for release after the summer would enable high level data by school. Workforce capacity to progress project was limited.	
	8	8.3	Increase by 50% the number of communications which are accessible to children and young people by 2023.	No baseline data available or update on project activity/testing since charters approved in Nov 21 and April 22 respectively. Graeme advised that Stretch Outcome 8 required to have a broader	

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Page 13	8	8.4	By 2023 increase to 100% the number of multiagency governance arrangements which impact on children on young people that include their participation and engagement.	focus not just about Child Friendly City (CFC) accreditation. He highlighted that there had been challenges in progressing these projects and that he'd requested a report to the next Children's Services Board meeting on how the improvement aims and ideas aligned with the CFC action plan to ensure alignment and how to address the current challenges	Graeme Simpson, ACC
	9	9.1	1. Increase number of young people who need support in relation to trauma and bereavement having access to such support by 50% by 2023	Project was now taking forward two aims to ensure change ideas and learning aligned. Aim 1 - Baseline data was still required, but being gathered to ensure a consistent position. Project was also considering data to show impact of the changes being tested to achieve the aim.	
	9	9.2	Reduce by 10% both the number of offences of sexual or criminal exploitation and the number of 'digital' offences by Young People (Under 18) by 2022.	Aim to be achieved by 2022, however despite the revised charter being approved in Oct 21, the project had still not started testing due to personnel issues and specifically changing Project Managers. A new PM had been in post since May 22 and had now developed a project team. It was highlighted that there was a lot of activity ongoing in this area however it needed to be co-ordinated and collective approach taken.	
	10	10.8	Reduce the number of drug related deaths occurring within 6 months of liberation from custody from 10 to zero by 2023.	Charter approved in Apr 22 and no project activity report to date, however a new PM had commenced in Aug 22 to progress this.	
	11	It was noted that Bryan Nelson, Chair had moved post and therefore Alison Macleod, HSCP, Vice Chair had been covering this role. Overall			

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Page 14	11	11.2	Increase opportunities for people to increase their contribution to communities (volunteering) by 10% by 2023.	Project Manager had been focused on supporting refugees from Ukraine. Therefore no update since April had been provided, and a new PM was being identified to ensure project progress.	
	12-15	Nothing to highlight			
<p>Partners discussed the two new charters contained at Appendix 3, namely:</p> <ul style="list-style-type: none"> • 2.5 – “Support 50 people into sustained, good quality employment by 2023, and 100 by 2026, with a particular focus on; those from priority neighbourhoods and people over 50.” and • 11.8 – “Refer 20% of people living with COPD or other respiratory conditions into specific PR physical activity and other support programmes delivered in community settings by 2023.” <p>In relation to 2.5, Allison Carrington advised that they were struggling to confirm a Project manager for the project. A full Project Team had been established and change ideas allocated to individuals to progress, however there was no one at this time willing to take on the project manager role. It was agreed by the Management Group that the charter could not go forward to the Board without a confirmed project manager and in that regard all partners were requested to consider whether they could identify someone for this role, noting that it was a good development opportunity for someone.</p> <p><u>The Management Group resolved:</u></p> <ul style="list-style-type: none"> (i) to approve the recommendations; (ii) to agree that new charter 2.5 could not be submitted to the CPA Board until a Project Manager had been identified and to request all partners to consider; (iii) to agree that charter 11.8 be submitted to the board on 14 September for consideration; and (iv) to agree the actions as detailed above to ensure the projects with a red ragging status were progressing. 					

All Partners

All Partners

Topic	Discussion/Decision	Action By
<p>3. Project End: 5.3 100% of schools offer sustainable and equitable access to counselling for those children aged 10 and above who require it by 2022</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 15</p>	<p>The Management Group had before it a report which presented the results of the LOIP Improvement Project Aim that 100% of schools offer sustainable and equitable access to counselling for those children aged 10 and above who require it by 2022 and sought approval to end the project as the aim had now been achieved.</p> <p>The report recommended:- that Management Group –</p> <ul style="list-style-type: none"> (a) agree to recommend to the CPA Board that testing was concluded and that this (b) Improvement Project was brought to an end on the basis that the project aim had been achieved and the changes tested would continue with business as usual and that the Children’s Services Board would continue to monitor the data; (c) note that the dataset for the overall aim would continue to be reported via the Improvement Programme dashboard to ensure progress was monitored; and (d) note that training and delivery of Distress Brief Intervention would be scaled up to two further schools from August 2022 that development and progression of this would be reported to the Children’s Services Board. <p>The Management Group welcomed the report and the outcomes achieved and the clarity of the next steps to ensure that the outcomes were sustained. The ongoing promotion and communication and promotion of the different mental health supports available for children and young people was welcomed. Partners also discussed the equitable nature of counselling services, during which Gael Simpson explained there was evidence that where therapeutic services were built into the day to day offer of support, this impacts more positively on outcomes as relationships across the school community were supported and developed. Therefore one member of counselling staff was in every Secondary School within Aberdeen. We also have access to one member of counselling staff for each locality (Don, Dee and West) to provide counselling provision for children aged 10+ across our Primary Schools. Again this provided consistency of support across a locality and supported relationship building of staff to enable all a greater opportunity to meet the needs of children and young people within Aberdeen. There was recognition that this might not provide the same level of support depending on the number of pupils on the school roll or based on the level of need, but it was agreed through this process that an ongoing review of staffing would be completed to ensure the demands were met as equitably as possible.</p>	

Topic	Discussion/Decision	Action By
	<p><u>The Management Group resolved:</u></p> <ul style="list-style-type: none"> (i) to approve the recommendations; and (ii) to commend Gael Simpson and the project team for their commitment to the project and achievements. 	
<p>4. Project End: 5.4 100% of children and young people have free access to physical activity which improves mental health and wellbeing by 2022</p> <p>Page 16</p>	<p>The Management Group had before it a report which presented the outcomes of Improvement Project 5.4 which aimed to ensure 100% of children and young people have free access to physical activity which improves mental health and wellbeing by 2022 and sought approval to end the project as the aim had now been achieved.</p> <p>The report recommended:-</p> <p>that Management Group</p> <ul style="list-style-type: none"> (a) agree to recommend to the CPA Board on 14 September 2022 that testing was concluded and that this Improvement Project be brought to an end on the basis that the project aim had been achieved and the changes tested would continue as business as usual; (b) note that the dataset for the overall aim would continue to be reported via the Improvement Programme dashboard to ensure progress was monitored; and (c) note that in order to sustain the improvement a number of areas detailed in section 3 of the report, that had been developed this year, were due to launch in August 2022 and would be monitored by the PEPAS Group. <p>The Management Group welcomed the report and the outcomes achieved were commended. Whilst, noting that the aim had been achieved, partners asked about the sustainability and also potential opportunities for scaling up specifically:</p> <ul style="list-style-type: none"> • Access to the free extra curriculum activities when activities were at different locations across the city and transport and cost implications • Range of activities provided in school/outwith • Impact of the increased access on young people e.g. how many were participating/reporting impact <p>In response, Gael advised that these were all aspects that were being considered by the PEPAS Group and that a dataset across all partners had been agreed and reporting on that was to commence from this academic year. Also, she advised that</p>	

Topic	Discussion/Decision	Action By
	<p>through the Active Schools Coordinators all children and young people had access to free physical activity, however participation was through choice and not mandatory.</p> <p><u>The Management Group resolved:</u></p> <ul style="list-style-type: none"> (i) to approve the recommendations; and (ii) to commend Gael Simpson and the project team for their commitment to the project and achievements. 	
<p>5. Project End: 9.3 Increase by 10% the number of young people (16-17 year olds) who are jointly reported to SCRA and COPFS who are offered robust alternatives to entering the statutory system by 2022</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 17</p>	<p>The Management Group had before it a report which presented the results of the LOIP Improvement Project Aim to increase by 10% the number of young people (16-17 year olds) who are jointly reported to SCRA and COPFS who are offered robust alternatives to entering the statutory system by 2022 and sought approval to end the project as the aim had been achieved.</p> <p><u>The report recommended:-</u></p> <p>that Management Group</p> <ul style="list-style-type: none"> (a) agree to recommend to the CPA Board Agree that testing was concluded and that this Improvement Project was brought to an end on the basis that it had achieved its aim and this had been sustained outcome and had also impacted positively on the workforce involved in dealing with joint reports, from making decisions to supporting young people who were jointly reported. In addition, there was an ongoing working group who would continue to test change ideas further, to monitor the data and the effectiveness of communication; and (b) note that the dataset for the overall aim would continue to be reported via the Improvement Programme dashboard to ensure progress was monitored. <p><u>The Management Group resolved:</u></p> <ul style="list-style-type: none"> (i) to approve the recommendations; and (ii) to commend Roma Bruce-Davies and the project team for their commitment to the project and achievements. 	

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<p>6. LOIP Outcome 5, Key Driver 5.5 The number of children and young people with an eating disorder who are identified within 3 months of onset was increased by 50% by 2023</p>	<p>The Management Group had before it a report which provided an update on the current status of improvement aim “The number of children and young people with an eating disorder who are identified within 3 months of onset was increased by 50% by 2023” following a review of the current data re referrals, as well as the outcome of the schools Health and Wellbeing survey and in light of this sought approval to remove this improvement aim from the LOIP.</p> <p>The report recommended:- that Management Group</p> <p>(a) agree to recommend to the CPA Board on 14 September 2022, that improvement aim “The number of children and young people with an eating disorder who are identified within 3 months of onset was increased by 50% by 2023.” Be removed from the LOIP; and</p> <p>(b) note that any specific change ideas under the theme of body image, appearance and confidence, align to the existing improvement aims under Stretch Outcome 5 and would be incorporated and taken forward by those projects and reported via project updates as appropriate.</p> <p>The Management Group discussed the recommendation during which it was advised that the aim had been added to the LOIP on the basis of data and the report at this time had no data to support the recommendation that this be removed data and to evidence that this was no longer an issue and that improvement was no longer required in this area.. In light of this, the report could not go to the Board on current basis and required the following points to be addressed/data added and that the Chair and Vice Chair of the MG thereafter agree if this could go to the Board meeting on 14 September:</p> <ul style="list-style-type: none"> • data on the number of referrals in respect of eating disorders • data on the % of referrals which were determined as an eating disorders and % determined as distorted eating • A clearer articulation of : <ol style="list-style-type: none"> (1) why eating disorders did not require multi-agency improvement; (2) why it being removed 1 year post addition to the LOIP e.g. what did we know now that we didn't a year ago; and (3) if the aim was removed, how it would be addressed by the other projects 	

Topic	Discussion/Decision	Action By
	<p>within the LOIP e.g. what were the change ideas that you had identified and why they were aligned to those projects rather than being a standalone project.</p> <p><u>The Management Group resolved:</u> to agree that the report could not go to the Board on the current basis and that the points above be addressed/data added and the report resubmitted to the Chair and Vice Chair of the Management Group thereafter to agree if this could then be submitted to the Board meeting on 14 September:</p>	<p>Graeme Simpson, ACC/Tracy Davis, NHSG</p>
<p>7. Ending Homelessness Aberdeen</p> <p>Page 19</p>	<p>The Management Group had before it a report which sought agreement to set up an Ending Homelessness in Aberdeen Partnership Group as a Sub Group under the Resilient, Included and Supported Outcome Improvement Group, Stretch Outcome 11; and it was proposed that the Group develop, oversee and be accountable for the implementation of the actions required to comply with proposed Prevention of Homelessness legislation</p> <p>The report recommended:- that Management Group</p> <ul style="list-style-type: none"> (a) approve in principle to the establishment of an Ending Homelessness in Aberdeen group, as a Sub Group of the Resilient, Included and Supported Group to develop, oversee and be accountable for the implementation of the actions required to comply with proposed Prevention of Homelessness legislation; (b) approve in principle the Terms of Reference for the Ending Homelessness in Aberdeen Group as contained at Appendix 1; and (c) agree to submit the report and final Terms of Reference to the CPA Board on 14 September 2022 for consideration. <p>The Management Group supported the recommendations and agreed that it was important to have a multi-agency approach and could see the connections across all of the Stretch outcomes. It was noted in the Terms of Reference that the Group would be creating a data set and the importance of having clear baseline data at the outset to evidence whether the changes were making a difference was emphasised.</p>	

Topic	Discussion/Decision	Action By
	<p><u>The Management Group resolved:</u> to approve the recommendations; and</p>	
<p>8. #KeepingThePromise</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 20</p>	<p>The Management Group had before it a report which provided assurance on the progress made by Aberdeen City partners in Year 1 (ie to 31 March 2022) of delivering on Plan 21 – 24.</p> <p>The report recommended:- that Management Group</p> <ul style="list-style-type: none"> (a) recognise and influence cultural shift required in order to implement the Promise (b) enable and require agencies and services to engage in continuous improvement agenda - it's everyone's job to #KeepThePromise; and (c) enable and require agencies and services to record and report on transformation and change. <p>The Management Group received a presentation from Kymme Fraser, who advised that the Independent Care Review - The Promise was published in February 2020. This was a seismic report setting out the need for transformational change to services delivered to children, young people and families. It affected all partners of our Community Planning Partnership. Plan 21-24 was the first of three 3-year plans which would ensure the recommendations of The Promise were delivered by 2030.</p> <p>The Plan 21 - 24 was published in March 2021 and sets out the priorities for partners to deliver on. It sets our change activity across five priority areas:</p> <ul style="list-style-type: none"> i. A Good Childhood ii. Whole Family Support iii. Supporting the Workforce iv. Building Capacity v. Planning <p>The format used to evidence progress mirrors that of the Promise Team who report annually on the totality of progress made across Scotland.</p>	

Topic	Discussion/Decision	Action By
Page 21	<p>Kymme advised of the policy and improvement landscape around children’s services and overlapping. Consequently, there were a number of other strategic plans that contribute to the delivery of The Promise. This included but was not restricted to:</p> <ul style="list-style-type: none"> i. The Child Poverty Plan ii. Child Protection Improvement Programme iii. Corporate Parenting Improvement Plan iv. Implementation of UNCRC v. National Improvement Framework <p>Kymme advised of the status of work as year 1 of the Plan, highlighting that while an encouraging start had been made it was recognised that locally more needed to be done and the pace of change/transformational activity would need to increase to ensure that Aberdeen City keeps the promise. In relation to the “there was little or no work underway” section, it was highlighted that these areas would require legislative change and/or national policy direction in order to be undertaken.</p> <p>Thereafter, Graeme Simpson advised that Community Planning Aberdeen was responsible for ensuring Plan 21 – 24 was delivered, ensuring that Aberdeen City keeps the promise. The majority of the change activity would require partners to work collaboratively, however there were also a number of change activities that required a single agency response.</p> <p>Finally, there was there was a risk that we view Plan 21 – 24 as a stand-alone action plan and fail to recognise that the primary challenge of The Promise was that services deliver the required cultural change. Ensuring a rights-based approach where the voice of child, young people and their families were central to the design and delivery of services. Additionally, The Promise required a greater emphasis on providing preventative and early intervention which prevented the escalation of need or involvement of statutory social work services. Graeme also highlighted the importance of the Plan being taken forward by all Outcome Improvement Groups and not just the Children’s Services Board.</p>	

Topic	Discussion/Decision	Action By
Page 22	<p>The Management Group welcomed the report and recognised the scale of the work that had been undertaken in order to develop the self evaluation. The self evaluation evidenced the breadth of work being undertaken whilst also recognising the areas for further development.</p> <p>Partners sought clarity on the governance and reporting arrangements for the Promise. In response, Graeme Simpson advised that a Promise Implementation Lead was to be appointment and that role would be to work across the multi-agency partnership to support change that delivers on the aspiration but also to continuously gather evidence of progress, flagging areas of concern to the CS Board. There would also be an annual report on Aberdeen City's progress to #KeepThePromiose to the CS Board and thereafter to the CPA Management Group and Board. The Management Group welcomed the clarity and agreed that the proposed governance structure should be included within the report in advance of tis submission to the CPA Board.</p> <p>Alison MacLeod advised that the Health and Social Care Partnership Leadership Team would welcome a briefing on the promise to have a discussion on their contribution.</p> <p><u>The Management Group resolved:</u></p> <ul style="list-style-type: none"> (i) to approve the recommendations; and (ii) to note the progress made in Year 1 of Plan 21 – 24; (iii) to agree that the report be submitted to the CPA Board on 14 September and to request Graeme Simpson/Kymme Fraser to update the report to include the proposed governance/reporting structure. 	<p>Graeme Simpson/Kymme Fraser, ACC</p> <p>Graeme Simpson/Kymme Fraser, ACC</p>
<p>9. Community Planning Budget 2022/2023 – Q1 Budget Monitoring Report</p>	<p>The Management Group had before it a report which provided provide an update on the 2022/23 Community Planning Budget's financial performance for the period 1 April 2021 to 30 June 22.</p> <p>The report recommended:- that Management Group note Community Planning Aberdeen Budget's performance during quarter 1 of 2022/23.</p>	

Topic	Discussion/Decision	Action By
	<p><u>The Management Group resolved:</u> to approve the recommendation.</p>	
10. CPA Board and Management Group Meeting Dates 2023	<p>The Management Group had before it the proposed meeting dates for 2023 for approval.</p> <p><u>The Management Group resolved:</u> to approve the Management Group meeting dates for 2023.</p>	
11. CPA Forward Planner	<p>The Management Group had before it the CPA Forward Planner.</p> <p>It was noted that the University of Aberdeen presentation to the CPA Board would now be considered in early 2023 to enable work that was ongoing that might impact upon how the university delivers its Aberdeen 2040 commitments and engagement processes to be completed.</p> <p>Jamie Bell advised that the Regional Economic Strategy and Scottish Enterprise's Business Plan were both currently being refreshed and suggested that they be added to the forward planner as future items of business once completed.</p> <p>Robert Laird advised that the College's Regional Outcome Agreement for 2021-22 had been signed off by the Scottish Funding Council on 28 July 2022 and that the document was available on the Scottish funding Council website. Given this reflect last year's activity it was agreed that the link to the document be added to the CPA website and next year's Agreement be submitted as appropriate.</p> <p><u>The Management Group resolved:</u></p> <ul style="list-style-type: none"> (i) to note the CPA Forward Planner; and (ii) to note that the UoA/CPA Synergies Presentation would now be provided to the CPA Board in early 2023 to enable work that was ongoing that might impact upon how the university delivers its Aberdeen 2040 commitments and engagement processes to be completed. (iii) to add both the Regional Economic Strategy and Scottish Enterprise's Business Plan to the forward planner with date for submission to be confirmed; and 	Allison Swanson, ACC

Topic	Discussion/Decision	Action By
	(iv) to request Robert Laird to share the North East Scotland Outcome Agreement 2021-22 with Michelle Cochlan for publication on the CPA website and to agree that this be removed from the forward planner with the next Agreement to be submitted at the appropriate time.	Robert Laird, NESCOL
12. CPA Funding Tracker	The Management Group had before it the CPA Funding Tracker. <u>The Management Group resolved:</u> to note the CPA Funding Tracker.	
13. Date of Next Meeting	The Management Group noted that its next meeting would be held on 26 October 2022 at 2pm.	

DRAFT COMMUNITY PLANNING ABERDEEN BOARD
23 SEPTEMBER 2022

Present: - Councillor Alex Nicoll (Chair)
Chief Superintendent Kate Stephen Vice Chair (Police Scotland) (from Item 3.1)
Gale Beattie (Aberdeen City Council)
Evonne Boyd (Skills Development Scotland)
Professor Pete Edwards (Aberdeen University) (from Item 1.4)
Chay Ewing (Scottish Fire and Rescue Service)
Councillor Martin Greig (Aberdeen City Council) (from Item 3.1)
Luan Grugeon (Health and Social Care Partnership Integration Joint Board)
William Hardie (Robert Gordon University) as (substitute for Duncan Cockburn)
Sarah Chew (ACVO) as (substitute for Paul OConnor)
Councillor Sandra Macdonald (Aberdeen City Council)
Richard McCallum (Scottish Government Representative)
Councillor Miranda Radley (Aberdeen City Council)
Alistair Robertson (Aberdeen Active Partnership)
Angela Scott (Aberdeen City Council)
Susan Webb (NHS Grampian)

In attendance:

Angela Kazimerczak (Aberdeen City Council) for Item 3.1, Lauren Mackie (ACHSCP) for Item 2.1, Angela Taylor (Aberdeen City Council) for Item 3.1 and Paul Tyler (Aberdeen City Council) for Item 2.1

Also Present:

Michelle Cochlan, Graeme Gardiner, Derek McGowan, Martin Murchie, Graeme Simpson, and Allison Swanson (All Aberdeen City Council)

Apologies:

Duncan Cockburn (Robert Gordon University), Neil Cowie (NESCOL), Matthew Lockley (Scottish Enterprise), and Paul OConnor (ACVO).

Topic	Discussion/Decision	Action By
1. Welcome	<p>The Chair welcomed all to today's meeting and thanked everyone for attending the rescheduled meeting on short notice since the initial meeting was cancelled due to sad passing of Queen Elizabeth II.</p> <p>The Chair advised this was Evonne Boyd (Skills Development Scotland) first meeting as a new and welcomed her. He also welcomed Sarah Chew (substitute for Paul OConnor) (ACVO) and William Hardie (substitute for Duncan Cockburn) (Robert Gordon University) to the meeting.</p>	
2. Declaration of Interest	There were no declarations of interest.	
3. Minute meeting of CPA Board of 6 July 2022- for approval Page 26	<p>The Board had before it the minute of its previous meeting of 6 July 2022, for approval.</p> <p><u>The Board resolved:</u> -</p> <p>(i) to agree the minute as a correct record; and</p> <p>(ii) to note that all actions had been undertaken or were in progress.</p>	
4. Draft CPA Management Group Minute of 17 August 2022- for information	<p>The Board had before it the minute of the CPA Management Group meeting of 17 August 2022, for information.</p> <p><u>The Board resolved:</u> -</p> <p>to note the draft minute.</p>	
5. CPA Board Forward Business Planner	<p>The Board had before it the Forward Business Planner.</p> <p><u>The Board resolved:</u> -</p> <p>to note the Forward Business Planner.</p>	
6. National Update Verbal- Scottish Government	<p>The Board heard from Richard McCallum, Scottish Government Location Director, who provided a verbal update on national Scottish Government priorities which included the following areas:</p> <p>(i) Scottish Government's Programme for Government 2022 to 2023 had been published setting out the actions to be taken over this period, which included the steps to be taken by the Government to mitigate the impact of the cost crisis.</p>	

Topic	Discussion/Decision	Action By
Page 27	<p>(ii) The Deputy First Minister gave a statement to Parliament detailing the financial challenges the Government was facing in Scotland in the current year and highlighting the steps and actions that needed to be taken to meet the priorities;</p> <p>(iii) The Deputy First Minister had committed to an emergency budget review in two weeks following today's financial statement by UK Government; and</p> <p>(iv) The Programme for Government had a number of policy commitments, one of which was the National Care Service (NCS). In relation to the NCS, in the forthcoming week Committees within Holyrood would be taking evidence on the NCS and the next stage of NCS would likely be voted on in early 2023. It was highlighted that there was a national stakeholder event taking place in Perth in October 2022 which was a key meeting for engaging those involved in taking the plans forward. In relation to the local approach to the NCS, Richard advised that he was keen to engage with the Board further on NCS as the plans developed.</p> <p>In relation to the NCS and co-design process to be followed, it was asked how staff and leaders who were currently in Health and Social care delivery, were to be involved in the co-design process as all had lived experience that would be helpful in the development of the NCS. In response, Richard advised that the Policy Team were really keen for co-design and for this to be in as wide a sense as possible. Richard agreed to provide detail on the co-design process to members following the national event on 3rd October.</p> <p><u>The Board resolved: -</u></p> <p>(i) to note the update; and</p> <p>(ii) to agree that Richard McCallum, Scottish Government Location Director, provide the Board with further detail on the co-design process by email following the national NCS event on 3rd October.</p>	Richard McCallum, Scottish Government
7. Locality Plan Annual Reports 2021/22	The Board had before it a report which presented the annual reports on progress against the North, South and Central Locality Plans 2021/22. This was the first Annual Report since the Locality Plans were published in July 2021	

Topic	Discussion/Decision	Action By
Page 28	<p><u>The report recommended: -</u> that the Board –</p> <ul style="list-style-type: none"> (a) approve the Annual Locality Plans Report 2021/2022 as contained at Appendix 1; (b) agree the for publication and circulation of the Annual Locality Plans Report 2021/2022 to all partners; and (c) note that an easy read version of the Annual Report would be produced. <p>Ms Lauren Mackie, Public Health Co-ordinator (AHSCP) provided an overview of the report explaining it was the first Annual Report since the Locality Plans were published in July 2021 and although Covid had had an impact on community activities, the report showed the work that had continued across the localities within the past 12 months. It was highlighted that although all the reports had been combined in one report they would be separated for circulation in an easy read version.</p> <p>She also highlighted that a Locality Planning Refresh Roadmap had been developed to give a systematic approach to next steps in the delivery of locality plans. The intension of the Roadmap was to refresh the role and remit of the LEGs and PNPs, review and prioritise community ideas, identify community assets and plan community projects based on action for change. Ways to increase engagement in Locality Planning were discussed.</p> <p>In terms of next steps and the refresh roadmap, partners asked how that work was progressing. In response, Ms Mackie advised of a survey and workshops that had been undertaken with Locality Empowerment Group members. In addition, Mr Tytler advised that the Priority Neighbourhood Partnerships were working on prioritising the community ideas for improvement contained in the plans and how they would be taken forward.</p> <p><u>The Board resolved: -</u></p> <ul style="list-style-type: none"> (i) to approve the recommendations; and (ii) to request Paul Tytler, Locality Inclusion Manager to confirm by email whether the bikes without lights initiative detailed in the Central Locality Annual report would be extended as we come into the winter months. 	Paul Tytler, ACC

Topic	Discussion/Decision	Action By
<p>8. CPA Improvement Programme Quarterly Report</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 29</p>	<p>The Board had before it a report which provided an update on the progress towards the Stretch Outcomes and improvement projects within the Local Outcome Improvement Plan 2016-26 which had started, or were due to start, to deliver the Partnership's 15 Stretch Outcomes by 2026 on the basis of the Improvement Programme 21-23 approved by the Board on 15 September 2021.</p> <p><u>The report recommended:</u> -</p> <p>that the Board –</p> <ul style="list-style-type: none"> (a) consider the overview of progress against the CPA Improvement Programme, as well as the overview for each Stretch Outcome; respective improvement projects and the Community Empowerment Group workstreams as contained at Appendix 1; (b) consider the two spotlight case studies as contained at Appendix 2; (c) note that ten aims had now been achieved as detailed at 4.1 and three project end reports were on today's agenda, with the further project end reports to be submitted once sustained improvement was evident; (d) approve the two new charters included at Appendix 3 for project initiation; and (e) agree to postpone the charter for improvement aim "The number of children and young people with an eating disorder who are identified within 3 months of onset was increased by 50% by 2023" for further in-depth data on current systems to be gathered to enable a revised aim to be set and Project Manager from NHSG identified. <p>Allison Swanson, Improvement Programme Manager, provided an overview on the progress, highlighting that ten projects have now achieved their aims as detailed below, with three project end reports approved and a further three project end reports on today's agenda.</p> <p>In terms of delivery, Mrs Swanson informed that there were 20 improvement aims to be achieved by 2022, 4 of which had been achieved, with 16 still to be achieved. Of the 16 still to be achieved, 3 had a red ragging status and 2 had still to provide baseline data. In relation to the red ragged projects, the Management Group on 17 August 2022 discussed each to identify the issues impacting progress and any support required as detailed in the draft minute and it was expected that progress would be reported at the next meeting.</p>	

Topic	Discussion/Decision	Action By
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 30</p>	<p>Of the 75 aims, 3 new project charters were still due to be submitted, with two charters attached at Appendix 3 for consideration/approval. Subject to the two charters at Appendix 3 being approved, 74 out of the 75 improvement aims would be live. In respect of the final aim where a charter was due the current status was detailed on para 6.1, page 78.</p> <p>Clarification on the timeframe for the outstanding charter being submitted was sought and the importance of this charter in light of the impact of Covid on the mental health of children and young people and eating disorder was emphasised. In response, Graeme Simpson, Chair of the Children's Services Board (CSB) advised that this was being actively discussed by the CSB however the challenge had been distinguishing between an eating disorder and disordered eating. He emphasised that it was important to ensure that the revised aim had a preventative focus and confirmed that data was being gathered with a view to a revised aim and charter being submitted to the next Management Group meeting in October and Board meeting in November.</p> <p>The Board then heard from the following two Project Managers, who spoke to their respective case studies study as contained at appendix 2; telling the story of the project; the changes they tested, as well as the outcomes and impact to date:</p> <p style="padding-left: 40px;">1.6 (Uptake of Unclaimed Benefits) – Angela Kazmierzak, Aberdeen City council</p> <p>Partners welcomed the case study and discussed the outcomes and future steps in depth during which the importance of partners working together to further advertise and promote the benefit calculator across all communities was emphasised and it was agreed that a CPA benefit uptake campaign be undertaken.</p> <p style="padding-left: 40px;">2.3 (Supporting Care Experienced Young People Progress to Employment) – Angela Taylor, Aberdeen City Council.</p> <p>Finally, Partners discussed the two new charters contained at Appendix 3, namely:</p> <p style="padding-left: 40px;">2.5 – “Support 50 people into sustained, good quality employment by 2023, and 100 by 2026, with a particular focus on; those from priority neighbourhoods and people over 50.” and</p> <p style="padding-left: 40px;">11.8 – “Refer 20% of people living with COPD or other respiratory conditions into specific PR physical activity and other support programmes delivered in community settings by 2023.”</p>	<p>Graeme Simpson, ACC/Tracy Davis, NHSG</p>

Topic	Discussion/Decision	Action By
Page 31	<p>In relation to 11.8, clarification on the resourcing of the change ideas was sought. In response, it was advised that in terms of the methodology the project would test small and scale up those changes where improvement was evidenced but that confirmation that resources to start the tests of change were in place would be provided to the Board by email.</p> <p><u>The Board resolved: -</u></p> <ul style="list-style-type: none"> (i) to approve the recommendations (a) to (d); (ii) to agree recommendation (e) and that the revised aim and charter be submitted to the next Board meeting on 30 November 2022 for consideration; (iii) in relation to case study 1.6, to agree that Angela Kazmierczak (1) work with partners to develop a CPA benefit uptake campaign using all communication platforms to further raise awareness of the benefit calculator and benefit support available; (2) share information on the benefit calculator again to all partners with a request that they reference it on any relevant materials being issued; and (3) connect with Susan Webb on the involvement of the creative campus to support story telling for the campaign; (iv) to commend the two Project Managers who presented case studies, and their Project Teams, for their achievements to date and commitment to the projects; and (v) in relation to charter 11.8, to request Lucy McLeod, Project Manager, NHSG, to confirm that resourcing of the tests of change detailed in the charter was in place to enable testing to commence. 	<p>Graeme Simpson, ACC/Tracy Davis, NHSG Angela Kazmierczak, ACC</p> <p>Lucy McLeod, NHSG</p>
<p>9. Project End 5.3: 100% of schools offer sustainable and equitable access to counselling for those children aged 10 and above who require it by 2022</p>	<p>The Board had before it a report which presented the results of the LOIP Improvement Project Aim 5.3 that 100% of schools offer sustainable and equitable access to counselling for those children aged 10 and above who require it by 2022 and sought approval to end the project as the aim had now been achieved.</p> <p><u>The report recommended: -</u></p> <p>that the Board-</p> <ul style="list-style-type: none"> (a) agree that this Improvement Project be brought to an end on the basis that the project aim had been achieved and that the changes tested would continue as business as usual and that the Children's Services Board would continue to monitor the data; (b) note that the dataset for the overall aim would continue to be reported via the Improvement Programme dashboard to ensure progress was monitored; and 	

Topic	Discussion/Decision	Action By
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 32</p>	<p>(c) note that training and delivery of Distress Brief Intervention would be scaled up to two further schools from August 2022 that development and progression of this would be reported to the Children's Services Board.</p> <p>Mr Graeme Simpson, Chair of the Children's Services Board, spoke to the report on behalf of the Project Manager, Gael Simpson (ACC).</p> <p>Partners commended the report and the outcomes achieved. During discussion of the report a number of questions on the following areas were asked, namely: (a) ways to access the counselling services within the school environment; (b) were we monitoring outcomes from those who access the service; (c) the impact of covid and whether more people were accessing the service; (d) what support was available for young people from Ukraine who had arrived in the city; and (e) were we monitoring the protected characteristics of children and young people accessing counselling to ensure the service was monitoring uptake so it was able to evolve to make sure it was accessible to all children and young people and not just particular groups. Mr Simpson responded to (a) to (d) and advised in respect of (e) that he would confirm the position to the Board by email following the meeting.</p> <p>Partners also asked about future provision of and access to counselling and mental health interventions for young people to ensure that range of supports were available to meet the varying needs of all children and young people. In terms of future provision of support and interventions to support children and young people's mental health, Mr Simpson advised it was the intention of the Council to hold a mental health summit on 14th October 2022 bringing together local partners to think about how they collectively respond to the mental health and wellbeing needs of our young people in the city. The summit would be assuming a position of curiosity and was an opportunity for all to learn and think about how we develop and adapt our support offer to our young people within the city.</p> <p><u>The Board resolved: -</u></p> <ul style="list-style-type: none"> (i) to approve the recommendations; and (ii) to request Mr Simpson to confirm that data was being collated on the protected characteristics of the children and young people accessing the counselling service to ensure 	<p>Graeme Simpson, ACC</p>

Topic	Discussion/Decision	Action By
	<p>that service was able to evolve and was accessible to all children and young people regardless of their circumstances and not just particular groups.</p>	
<p>10. Project End 5.4: 100% of children and young people have free access to physical activity which improves mental health and wellbeing by 2022</p> <p>Page 33</p>	<p>The Board had before it a report which presented the outcomes of Improvement Project 5.4 which aimed to ensure 100% of children and young people have free access to physical activity which improved mental health and wellbeing by 2022 and sought approval to end the project as the aim had now been achieved.</p> <p><u>The report recommended: -</u></p> <p>that the Board-</p> <ul style="list-style-type: none"> (a) agree that testing was concluded and that this Improvement Project be brought to an end on the basis that the project aim had been achieved and the changes tested would continue with business as usual; (b) note that the dataset for the overall aim would continue to be reported via the Improvement Programme dashboard to ensure progress was monitored; and (c) note that in order to sustain the improvement a number of areas detailed in section 3 of the report, that had been developed this year, were due to launch in August 2022 and would be monitored by the PEPAS Group. <p>Mr Simpson spoke to the report on behalf of the Project Manager, Gael Simpson (ACC).</p> <p>Partners asked a number of questions on the following areas: (a) ways to support young females in the school environment to access physical activity opportunities; (b) partnership working with other bodies and were we exploring social prescribing opportunities to support young people's wellbeing; (c) were we monitoring the impact/uptake of the physical activities to ensure that all children and young people had access to and could take up the opportunities available; and (d) whether there was data on the impact of the increased physical activities on obesity and community safety. Mr Simpson responded to questions (a) and (b) and undertook to respond to (c) and (d) by email following the meeting.</p> <p>Specifically in relation to engaging with young females to participate in physical activity, Mr Robertson (Aberdeen Active Partnership) advised that Aberdeen had successfully pioneered an initiative with the active girls committee which had been recognised for its partnership approach.</p>	

Topic	Discussion/Decision	Action By
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 34</p>	<p>The committee had supported young females who were uninterested in sports to get involved and they were then reaching out females in schools who were in same situation to highlight the advantages of being physically active and healthy.</p> <p><u>The Board resolved: -</u></p> <ul style="list-style-type: none"> (i) to approve the recommendations; and (ii) to request Mr Simpson to confirm to the Board by email: (1) if the Project Team had explored the potential to work with GP Practices and for them to test whether social prescription of physical education supported children and young people's mental health and wellbeing where applicable; (2) that data on the protected characteristics of the children and young people accessing the current physical activity opportunities was being gathered to ensure that all children and young people regardless of their circumstances were able to access the opportunities; and (3) if there was any measurable impact resulting from increased access to physical activity on obesity statistics and also on community safety. 	<p>Graeme Simpson, ACC</p>
<p>11. Project End 9.3: Increase by 10%the number of young people (16-17years olds) who are jointly reported to SCRA and COPFS who are offered robust alternatives to entering the statutory system by 2022.</p>	<p>The Board had before it a report which presented the results of the LOIP Improvement Project Aim 9.3 to increase by 10% the number of young people (16-17 year olds) who are jointly reported to SCRA and COPFS who are offered robust alternatives to entering the statutory system by 2022 and sought approval to end the project as the aim had been achieved.</p> <p><u>The report recommends:-</u></p> <p>that the Board-</p> <ul style="list-style-type: none"> (a) agree that testing was concluded and that this Improvement Project be brought to an end on the basis that it had achieved its aim, and this had been a sustained outcome and had also impacted positively on the workforce involved in dealing with joint reports, from making decisions to supporting young people who are jointly reported. In addition, there was an ongoing working group who would continue to test change ideas further, to monitor the data and the effectiveness of communication; and (b) note that the dataset for the overall aim would continue to be reported via the Improvement Programme dashboard to ensure progress was monitored. <p>Roma Bruce Davies, SCRA, spoke to the report highlighting where they started, the changes they tested and the impact of those in towards achieving their overall aim.</p>	

Topic	Discussion/Decision	Action By
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 35</p>	<p>Partners discussed the report during which clarity on the number of young people retained by the reporter was requested. In response, Roma advised that she did not have the specific numbers available at that time, however explained that as the focus was on 16/17 year olds the number was relatively low and that there was not huge variance.</p> <p>Thereafter, Graeme Simpson advised that there was a Bill going through Scottish Parliament at present which would see the responsibility of children and young people aged 16/17 moved entirely under the Children's reporter and as a result of the changes embedded by the project we were ahead of the Bill.</p> <p><u>The Board resolved:-</u> to agree the recommendations.</p>	
<p>2023. Community Justice Scotland's Outcome and Performance and Improvement Framework Presentation</p>	<p>There Board received was a presentation from Derek McGown-Chief Officer, Early Intervention and Community Empowerment Aberdeen City Council on Community Justice Scotland's Outcome and Performance and Improvement Framework (OPIF).</p> <p>By way of background, Mr McGowan advised that the Community Justice Scotland had been developing a revised OPIF since April 2021 and that its effective implementation would be key to the success of the new framework and the improvement of community justice outcomes. The Framework was being developed and to be implemented at a time when:</p> <ol style="list-style-type: none"> 1. there was a highly uncertain and complex context for community justice in Scotland 2. The Scottish Government's Vision for Justice, published in February 2022, included an Aim to, '<i>Work together to address the underlying causes of crime and support everyone to live full and healthy lives</i>' 3. The consultation on the creation of a new National Care Service raised the possibility of justice social work services being 'in-scope' –the NCS announcement from the Scottish Government was awaited <p>The key elements of OPIF were as follows:</p>	

Topic	Discussion/Decision		Action By
Page 36	National Indicators	Other Indicators	
	Centrally sourced from national partners by JAS and provided to CJPs.	Sourced by local CJ partners – method not mandated.	
	Supports understanding of high level direction	Supports analysis, understanding of progress and targeting of improvement.	
	Used by CJS to support annual reporting.	Reported annually by CJP's to CJS to contextualise national indicators.	
	<p>Mr McGowan then spoke through the proposed National Outcomes, national indicators and other indicators aligned to each of the following 4 National strategy aims:</p> <ul style="list-style-type: none"> • National Strategy Aim 1- optimise the use of diversion and intervention at the earliest opportunity, • National Strategy Aim 2- ensure that robust and high-quality community interventions and public protection arrangements are constantly available across Scotland, • National Strategy Aim 3- ensure services are accessible and available to address the needs of individuals accused or convicted of an offence • National Strategy Aim 4- strengthen the leadership engagement and partnership working of local and national community justice partners. <p>Mr McGowan indicated that the next steps were as follows-</p> <ol style="list-style-type: none"> (i) on 30th September 2022, the recommendation would be submitted by Community Justice Scottish Government for it to be debated, discussed and agreed; (ii) final recommendation would be communicated to the stakeholders nationally in October; (iii) Scottish Government decision and 'soft' launch by Scottish Government in October as there were no timescales; and (iv) OPIF publication on 1st April 2023. <p>In terms of impact on CPA, Mr McGowan advised that once OPIF had been published CPP local indicators would need to be reviewed to ensure that they outcomes aligned to the Community</p>		

Topic	Discussion/Decision	Action By
	<p>Justice Scotland's OPIF, but his assessment at the moment was that he did not anticipate a lot of change required but he would confirm the position to the Board once final OPIF was communicated.</p> <p><u>The Board resolved: -</u></p> <ul style="list-style-type: none"> (i) to thank Mr McGowan for the informative presentation; and (ii) to note the current status of the proposed Community Justice Scotland's OPIF and agree that Derek McGowan report back advising of any changes required locally to align to the OPIF once it had been approved. 	Derek McGowan, ACC
<p>13. Ending Homelessness Aberdeen</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 37</p>	<p>The Board had before it the report a report which sought agreement to set up an Ending Homelessness in Aberdeen Partnership Group as a Sub Group under the Resilient, Included and Supported Outcome Improvement Group, Stretch Outcome 11; and it was proposed that the Group develop, oversee and be accountable for the implementation of the actions required to comply with proposed Prevention of Homelessness legislation</p> <p><u>The report recommended: -</u></p> <p>that the Board-</p> <ul style="list-style-type: none"> (a) agree to the establishment of an Ending Homelessness in Aberdeen group, as a Sub Group of the Resilient, Included and Supported Group to develop, oversee and be accountable for the implementation of the actions required to comply with proposed Prevention of Homelessness legislation; and (b) approve the Terms of Reference for the Ending Homelessness in Aberdeen Group as contained at Appendix 1 <p>Mr Gardiner provided an overview of the report.</p> <p>In terms of membership of the Sub Group and the potential new responsibility on GPs from the impending legislation, it was asked if there had been discussion on whether GPs would be involved. In response, Graeme advised that they were engaging with the Marywell Practice and would discuss their involvement, but they were also linked in the Health and Social Care Partnership who contributed to the consultation response and engaged with GPs on that submission.</p>	

Topic	Discussion/Decision	Action By
	<p><u>The Board resolved: -</u></p> <ul style="list-style-type: none"> (i) to agree the recommendations; and (ii) to note that discussions were ongoing with the Health and Social Care Partnership regarding the representation of GPs on the Sub Group. 	Graeme Gardner, ACC
<p>14. #KeepingThePromise</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 38</p>	<p>The Board had before it a report on #KeepingThe Promise which provided assurance to the CPA Board on the progress made by Aberdeen City partners in Year 1 (ie to 31 March 2022) of delivering on Plan 21 – 24.</p> <p><u>The report recommended:</u></p> <p>that Board-</p> <ul style="list-style-type: none"> (a) recognise and influence Cultural shift required in order to implement the promise (b) enable and require agencies and services to engage in continuous improvement agenda – it's everyone's job to #KeepThePromise (c) enable and require agencies and services to record and report on transformation and change. <p>Speaking in furtherance of the report, Mr Simpson highlighted that the Independent Review - The Promise was published in February 2020. This was a seismic report setting out the need for transformational change to services delivered to children, young people and families. It affected all Community Planning partners. Plan 21-24 was the first of three 3-year plans which would ensure the recommendations of The Promise were delivered by 2030.</p> <p>The Plan 21 - 24 was published in March 2021 and sets out the priorities for partners to deliver on. It set out our change activity across five priority areas:</p> <ul style="list-style-type: none"> i. A Good Childhood ii. Whole Family Support iii. Supporting the Workforce iv. Building Capacity v. Planning 	

Topic	Discussion/Decision	Action By
Page 39	<p>Graeme advised that The Promise was not contained only within the context of one policy document, rather it was seen across the strategic landscape, but in key areas such as:</p> <ul style="list-style-type: none"> (i) The Child Poverty Plan (ii) Child Protection Improvement Programme (iii) Corporate Parenting Improvement Plan (iv) Implementation of UNCRC (v) National Improvement Framework (vi) Children’s Services Plan (vii) LOIP <p>Graeme described the status of work as year 1 of the Plan, highlighting that while an encouraging start had been made it was recognised that locally more needed to be done and the pace of change/transformational activity would need to increase to ensure that Aberdeen City keeps the promise. In relation to the “there was little or no work underway” section, it was highlighted that these areas would require legislative change and/or national policy direction in order to be undertaken.</p> <p>Thereafter, Graeme Simpson advised that Community Planning Aberdeen was responsible for ensuring Plan 21 – 24 was delivered, ensuring that Aberdeen City keeps the promise. The majority of the change activity would require partners to work collaboratively, however there were also a number of change activities that required a single agency response.</p> <p>Finally, there was a risk that we view Plan 21 – 24 as a stand-alone action plan and failed to recognise that the primary challenge of The Promise was that services deliver the required cultural change. Ensuring a rights-based approach where the voice of child, young people and their families were central to the design and delivery of services. Additionally, The Promise required a greater emphasis on providing preventative and early intervention which prevented the escalation of need or involvement of statutory social work services. It was highlighted that The Promise required a fundamental cultural shift on how services were delivered to children and families. Mr Simpson emphasised that all Community Planning Partners had the responsibility to ensure that Plan 21-24 was delivered. This was echoed by the Board.</p>	

Topic	Discussion/Decision	Action By
	<p><u>The Board resolved:</u> -</p> <ul style="list-style-type: none"> (i) to agree with the recommendations; and (ii) to recognise that Community Planning Partners were responsible for ensuring Plan 21 – 24 was delivered and ensuring that Aberdeen City #KeepsThe Promise. 	All partners
<p>15. Child Poverty Action Report 2021/22</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 40</p>	<p>The Board had before it a report which presented the Child Poverty Action Report for 2021/22.</p> <p><u>The report recommended:</u> -</p> <p>that the Board-</p> <ul style="list-style-type: none"> (a) note the joint Aberdeen City Council and NHS Grampian Child Poverty Action Report 2021/22 which would be submitted to the Scottish Government; (b) note that this report had been created without access to national child poverty data; and (c) agree that the Chief Officer – Early Intervention and Community Empowerment review the Council’s approach to tackling Child Poverty, in conjunction with Community Planning Partners through the Community Planning Aberdeen Anti-Poverty Group and bring a report back to a future meeting of the Board and the appropriate Council Committee detailing a refreshed action plan for 2022-2026. <p><u>The Board resolved:</u></p> <p>to agree the recommendations.</p>	Derek McGowan, ACC
<p>16. Child Poverty Six Monthly Update Report</p>	<p>The Board had a report which provided a half yearly update on the actions being taken by Community Planning Aberdeen (CPA) to reduce and eradicate child poverty around the priorities for the year.</p> <p><u>The report recommended:</u> -</p> <p>that Board note the work being undertaken this financial year to reduce and eradicate child poverty.</p> <p>Mr McGowan spoke to the report highlighting the key achievements delivered since 1 April 2022 to reduce and eradicate child poverty as detailed in the report.</p> <p><u>The Board resolved:</u> -</p> <p>to approve the recommendation.</p>	

Topic	Discussion/Decision	Action By
17. CPA Board Meeting Dates 2023	<p>The Board had before it the proposed meeting dates for 2023 for approval.</p> <p><u>The Board resolved: -</u> to approve the meeting dates for 2023.</p>	
18. Your Safety Matters - #NotPartOfThe Job Page 41	<p>The Board heard from Chief Superintendent Kate Stephen, Vice Chair, who advised that Police Scotland had established “Your Safety Matters (YSM)” as a commitment to reduce the impact of violence and to improve the safety of officers and staff.</p> <p>Local Divisions had their own YSM groups, Champions and multi-agency groups, at various stages of development, who report to the YSM Diamond Group and a #NOTPARTOFTHEJOB - National Partnership Pledge had been launched. In this regard, the Vice Chair proposed that she prepare a proposal for taking the pledge forward locally and submit this to the next meeting of the CPA Board for consideration.</p> <p>The aim of these local Pledges was to raise awareness amongst all Partner staff and communities of the overarching National Police Scotland Assault Pledge.</p> <p><u>The Board resolved: -</u> to agree that the Vice Chair prepare a proposal for taking the pledge forward locally and submit this to the next meeting of the CPA Board for consideration.</p>	Kate Stephen, Police Scotland

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Community Planning Aberdeen

Progress Report	Draft Community Empowerment Strategy 2023-2026.
Lead Officer	Michelle Crombie, Chair of CPA Community Empowerment Group and Community Planning Manager, ACC
Report Author	Michelle Crombie, ACC Dave Black, GREC Margaret Stewart, ACC Maggie Hepburn, ACVO
Date of Report	7 October 2022
Governance Group	CPA Management Group, 26 October 2022

Purpose of the Report
This report presents the draft Community Empowerment Strategy 2023-26 which complements and sits alongside the Aberdeen City Local Outcome Improvement Plan, refreshed in 2021. To achieve our vision of Aberdeen as a place where all people can prosper, we need an active and inclusive citizenship where all people have a voice and ability to influence what happens to them and their community. The ambition set out in the new Community Empowerment Strategy is for all communities to be equal community planning partners in realising our shared vision for the City.

Summary of Key Information
<p>1. BACKGROUND</p> <p>1.1 The Community Empowerment (Scotland) Act 2015 was introduced with the aim of further empowering communities in Scotland. It sets out the responsibilities of Community Planning Partnerships in support communities to be involved and meaningfully participate, whilst also giving new rights to community bodies to do more for themselves and have more say in decisions that affect them through participation requests and asset transfer. In 2016 Community Planning Aberdeen published an Engagement, Participation and Empowerment Strategy which used the metaphor of a ladder to represent the interactions between public organisations and people. The strategy set out an ambition for CPA to go beyond informing, consulting and involving people - towards community empowerment.</p> <p>1.2 The Community Empowerment Group was established to maintain an overview of the Engagement, Participation and Empowerment Strategy and to advise and support CPA on effective approaches to engaging and involving communities. Since 2017 there have been advances in how we do this as a CPP and recent developments include the establishment of Locality Empowerment Groups, which provide a forum for all communities across the City to connect and collaborate on shared priorities. The role of community connector on LOIP improvement project teams was introduced to link community ideas for change to existing projects and strengthen collaboration between staff and communities. The Community Empowerment Network was established to provide a space for community groups and organisations to connect with each other, stay informed and develop relationships. Finally, online tools such as the Citizens Points Simulator and</p>

social media platforms now complement other, longer serving mechanisms like City Voice, Priority Neighbourhood Partnerships and participatory budgeting.

- 1.3 In light of these developments and recognising that more work is required to genuinely empower communities, Community Planning Aberdeen's Community Empowerment Group agreed to revise the existing Engagement, Participation and Empowerment Strategy and define what improvement would look like by 2026.

2. DEVELOPMENT PROCESS AND STAKEHOLDER ENGAGEMENT

- 2.1 In September 2021 a sub group of the Community Empowerment Group was formed to lead on the development of the newly named Community Empowerment Strategy. Other titles have been explored but not agreed. The group began by reviewing and appraising the existing strategy and answering important questions like who the new strategy was for and what it aimed to achieve.

Who is the strategy aimed at?

- Community Planning Aberdeen partners and governance structures. It should set out principles and standards to govern CPA's work and influence individual partner's practice.
- It should also have a public audience and provide clarity for staff, community groups and the general public about the opportunities for people to get involved in their communities and in the work of Community Planning Aberdeen.

How do we anticipate the strategy may be used?

- It will be used by Community Planning Aberdeen and partner organisations to drive improvement in community engagement and empowerment and set a baseline against which we can evaluate the success of our approach.
- It will provide partner organisations and community groups who wish to engage each other better with a framework that promotes good practice.

How will it result in improvement for communities?

- The strategy should be used to set out, in plain English, how communities can get involved and have influence and be launched with a clear communications plan.
- The strategy highlights the limits of the current approach and openness to explore new and innovative models of community engagement and empowerment that will benefit people and communities.

- 2.2 Over the last twelve months sessions have been held with members of the Community Empowerment Group to draft and develop the new strategy. A public engagement exercise was carried out in June and July 2022 using [Padlet](#), an online whiteboard. Promoted via social media and with community groups & networks, people were invited to tell us what success in Community Empowerment looked like for them. The [Padlet Findings](#) were explored through workshops at the Community Empowerment Network meeting held on 28 July 2022 which was open to all and promoted by CEG members. The feedback from the engagement has helped define the overall aim of the strategy and the themes for improvement. The specific ideas captured as part of the Padlet exercise will be further explored and tested through the improvement projects to be taken forward as part of the strategy.

3 COMMUNITY EMPOWERMENT STRATEGY 2023-26

3.1 The draft Community Empowerment Strategy presented in Appendix 1 to this report is the product of work which has taken place since September 2021. It complements and supports the Aberdeen City Local Outcome Improvement Plan refreshed in July 2021. See summary below of key sections.

3.2 Purpose of the Strategy

To achieve the vision set out in the Local Outcome Improvement Plan for Aberdeen to be ‘a place where all people can prosper’, we need an active and inclusive citizenship where all people have a voice and ability to influence what happens to them and their community. The ambition of the Community Empowerment Strategy is for all communities across Aberdeen to be equal community planning partners in realising this vision. It acknowledges the power inequalities that exist across the City and makes a commitment to understand and address these in taking forward this strategy.

3.3 New Guiding Principles & Standards

The guiding principles are based on the Community Empowerment Scotland Act 2015 guidance and regulations for Community Planning Partnerships which requires all CPPs and community planning partners to ensure that all bodies which can and want to contribute to community planning are able to do so. Adoption of the Grampian Engagement Standards provides guideline behaviours and practical measures that underpin effective engagement to support CPA and partners to put these principles into practice. Finally, the Ladder of Empowerment illustrates the different levels of engagement and our collective desire to aim for community empowerment and self-determination.

3.4 New Stretch Outcome 16

The strategy defines what improvement in community empowerment will look like by 2026 by introducing a new 16th Stretch Outcome. The approach follows the same quality improvement discipline adopted for the other 15 stretch outcomes within the Local Outcome Improvement Plan, setting out what we will improve, by how much and by when. The Community Empowerment Group will be responsible for leading the achievement of the stretch outcome through the delivery of the improvement project aims set out within the strategy.

By 2026 Aberdeen’s citizens will feel able to participate in decisions that help change things for the better, scoring this 5.5 out of 7.

(Baseline 2020: 3.4. Source: Place standard question, Aberdeen City Voice)

3.5 New Online Tools & Resources

A new and ‘live’ part of the strategy which will continue to evolve with support from all partners is the new Community Tools and Resources webpage. This front facing component of the strategy aims to be guiding, supporting and empowering for all: professionals, community groups/associations, and community members keen to get involved.

4 NEXT STEPS

4.1 The CPA Management Group is asked to note next steps.

Consultation on the strategy document	Oct 22
Final amendments	Oct - Nov 22
Online community toolkit ready to be launched with strategy	Nov 22
CPA Board asked to approve the strategy	30 Nov 22
Communications to launch the new strategy	Dec 22
Programme management of improvement projects commences	Jan 23

Recommendations for Action

It is recommended that the Management Group:

- i) Endorse the draft Community Empowerment Strategy presented at Appendix 1 for submission to the CPA Board on 30 November 2022;
- ii) Endorse the proposal to introduce a 16th Stretch Outcome as part of the strategy;
- iii) Agree that delivery of the strategy and achievement of Stretch Outcome 16 will be led by the Community Empowerment Group; and
- iv) Request partner organisations to take the strategy through their own governance structures for endorsement and alignment to individual approaches and plans.

Opportunities and Risks

This Community Empowerment Strategy complements and supports the delivery of the Local Outcome Improvement Plan 2016-26 and the 15 stretch outcomes set out within. The Community Empowerment Scotland Act 2015 makes Community Planning Partnerships a legal requirement and requires them to involve community organisations at all stages of community planning. This strategy aims to revitalise wider and more meaningful community participation in Community Planning Aberdeen's improvement activities and bring new voices and ideas to achieve our shared ambitions for improvement.

Consultation

[Community Empowerment Group](#)
[Community Empowerment Network](#)
[Partner and Community Stakeholders engaging with the Padlet](#)
[Grampian Engagement Network](#)
ACC Strategy Board (pending)

Background Papers

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

[Engagement, Participation and Empowerment Strategy – CPA Board, 12 December 2016](#)

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COMMUNITY EMPOWERMENT STRATEGY

2023-2026

Draft 14 October 2022



Community Planning
Aberdeen



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1 Introduction

This Community Empowerment Strategy presents an exciting opportunity for Community Planning Aberdeen, its partners and people in Aberdeen. It provides a framework to guide how we work together in innovative ways for the benefits of our communities through engagement, participation and empowerment.

We recognise the crucial role that a focused and effective approach to community engagement and empowerment has on tackling inequalities and improving outcomes for everyone in our city. We know that until communities are at the heart of decision-making, we will not be getting it right for everyone.

The Aberdeen City Local Outcome Improvement Plan (LOIP) sets out our vision for Aberdeen City as 'a place where all people can prosper', regardless of their background or circumstances. This means all people being able to access the opportunities available in our city to do well, succeed and flourish.

To achieve this vision and be a successful, thriving City, we need an active and inclusive citizenship in Aberdeen, where people have a voice and ability to influence what happens to them and their community.

'Our ambition is for all communities across Aberdeen to be equal community planning partners'

Community Empowerment Group

We must consider the barriers that prevent people getting involved and having influence and ensure that they are addressed, particularly for those less likely to get involved because of them.

Our ambition extends to being a democratic City, with Aberdeen leading the way to actively empower its citizens to have influence over their lives and outcomes. This document sets out how Community Planning Aberdeen will improve how it works together with all people and communities to achieve this.

How this document is set out and who it is for

This document introduces some guiding principles for how Community Planning Aberdeen, its individual partners and communities can work together utilising both organisational and community expertise to identify and achieve shared goals and priorities. It sets out where we are now in terms of how we currently seek to engage and empower communities through the forums and arrangements we have put in place. Finally, we set out aims for improvement to be achieved by the end of this four year plan.

Section 8 of this document introduces a new Community Tools and Resources section of our website. We want these tools and resources to remain a “live” aspect of our strategy and delivery; this document should therefore be read in conjunction with the webpage. Although this document aims to outline a strategic approach for Community Planning Aberdeen and its partners, we aim for the “tools and resources” webpage to be guiding, supporting and empowering for all: professionals, community groups/associations, and community members keen to get involved.



2 What is Community Empowerment?

There is no one standard definition of community empowerment. The World Health Organisation describes it as the process of enabling communities to increase control over their lives. The Scottish Government states it is a process where people work together to make change happen in their communities by having more power and influence over what matters to them. Communities may be geographically located, or they may share common interests concerns or identities.

Regardless of how community empowerment is defined, there is a common belief that the current way of planning and delivering public services is too top down, with not enough control and power sitting with communities. Increasing community empowerment is a national priority for Scottish Government and for Community Planning Aberdeen.

Why is it important?

Community empowerment places a focus on enabling and building strong personal and community resilience, where people have as much control over their lives as possible. It creates the conditions for individuals to come together and work together as a local community to influence and action improvements to their local environment. This benefits the individual and the community because it creates strong social relationships and builds collective power.



Power and Inequalities

The COVID-19 pandemic, and recent social movements such as Me Too and Black Lives Matter, have shone a light on the power inequalities that influence how society works. Historically, some groups have faced discrimination and disadvantage, and this continues to have an impact today. Groups who have faced discrimination and disadvantage, historically and/or on an on-going basis, are less likely to benefit from a “level-playing field” approach (where all individuals, groups and communities are treated equally). This could be because certain groups are:

- more likely to have less time to take up engagement opportunities (e.g. due to having to work longer hours or shift work and being more likely to have caring responsibilities).
- more likely to face practical barriers around awareness and understanding of Community Planning and partner processes (e.g. relating to language barriers, inter-cultural communication issues, or accessibility)
- part of groups that have historically faced prejudice and discrimination, and are therefore groups with “protected characteristics”, as defined by the Equality Act 2010
- more likely to be living in inadequate quality housing conditions, struggling to pay for food, heating and fuel and therefore have things they must prioritise over and above community engagement and empowerment activity.



A genuine attempt at community empowerment must then consider and address these inequalities in its strategy and approach. We therefore must understand the inequalities experienced by our communities and shape our engagement and empowerment approach in a way that actively addresses them.

We want to encourage all individuals who have free time, resources and capacity to be active in their community, but if we want a truly democratic and fair society, investment of resources and energies will be required to help address the barriers. Considering inequality and power, we also need to be aware of the risks of taking a coercive approach to community engagement. Approaches where communities feel forced to comply can only be justified in the most extreme circumstances, e.g. a recent example being restrictions relating to the COVID-19 pandemic. Beyond these extreme circumstances, we must ensure that the conditions created for engagement/empowerment offers the freedom for communities to choose to engage, and ideally create the culture, environment and power and resource distribution that allow communities to thrive and determine what they want for themselves.



3 Guiding Principles & Standards

Guiding Principles

Community Planning Aberdeen (CPA) follows the Community Empowerment (Scotland) Act 2015 guidance and regulations for Community Planning Partnerships. These include:

- 1** CPA and community planning partners work with community bodies to ensure that all bodies which can contribute to community planning are able to do so in an effective way and to the extent that they wish to do so.
- 2** CPA and community planning partners have a clear understanding of distinctive needs and aspirations of communities of place and interest within its area, as a result of effective participation with community bodies.
- 3** Effective community participation informs decisions about CPA's priorities, how partner services are shaped and resources deployed; this includes working with community bodies on co-production where these bodies wish to do so.
- 4** Effective community participation informs how CPA manages and scrutinises performance and progress, and how it revises its actions to meet its ambitions as a result of its performance management.
- 5** CPA embraces the principles of effective co-production which is aimed at combining the mutual strengths and capacities of all partners (including community bodies) to achieve positive change.

Grampian Engagement Standards

The Grampian Engagement Network has identified 10 standards for good quality engagement through their Charter for Community Engagement which supports organisations to put the Community Empowerment (Scotland) Act into practice. They are based on best practice guidance from the National Standards of Community Engagement, Scottish Approach to Service Design, Quality Improvement and Planning with People.

- Planning
- Identifying and appreciating resources
- Being inclusive
- Fostering ownership
- Building on previous engagements
- Being aspirational
- Working and learning together
- Building trust and relationships
- Making engagement a worthwhile experience for participants
- Closing the loop

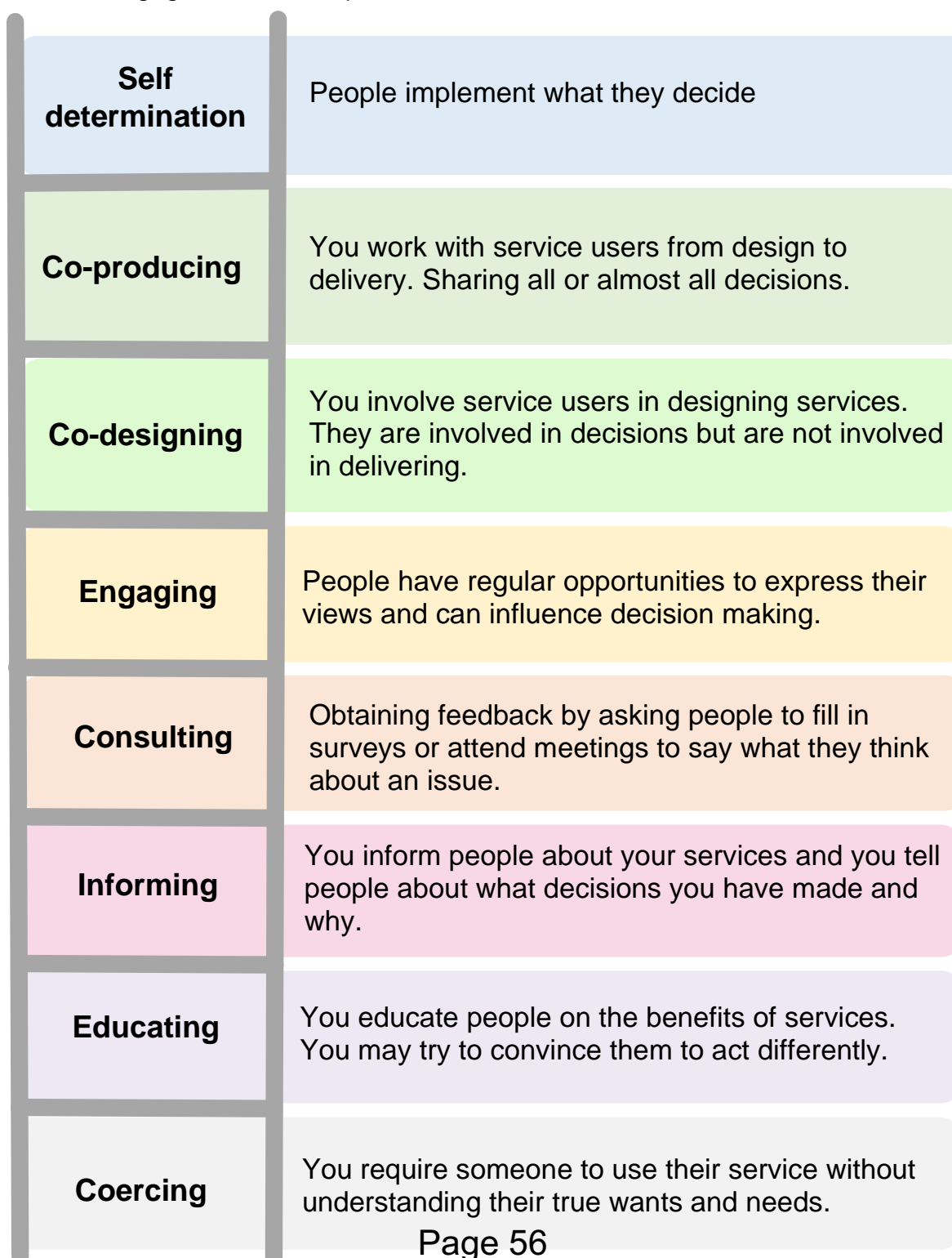


Find out more by [clicking here](#).

The Ladder of Empowerment

The metaphor of a ladder is used to represent the interactions between Community Planning partners and people. The top rung of the ladder represents self-determination, where activities and decisions are made independently by people in their communities. The further down the ladder, the less influence the community has over decisions.

Whilst the aim of this strategy is to climb the ladder, it is important to recognise that **all rungs can be appropriate** depending on the context. The ladder rungs represent levels of engagement, not steps.

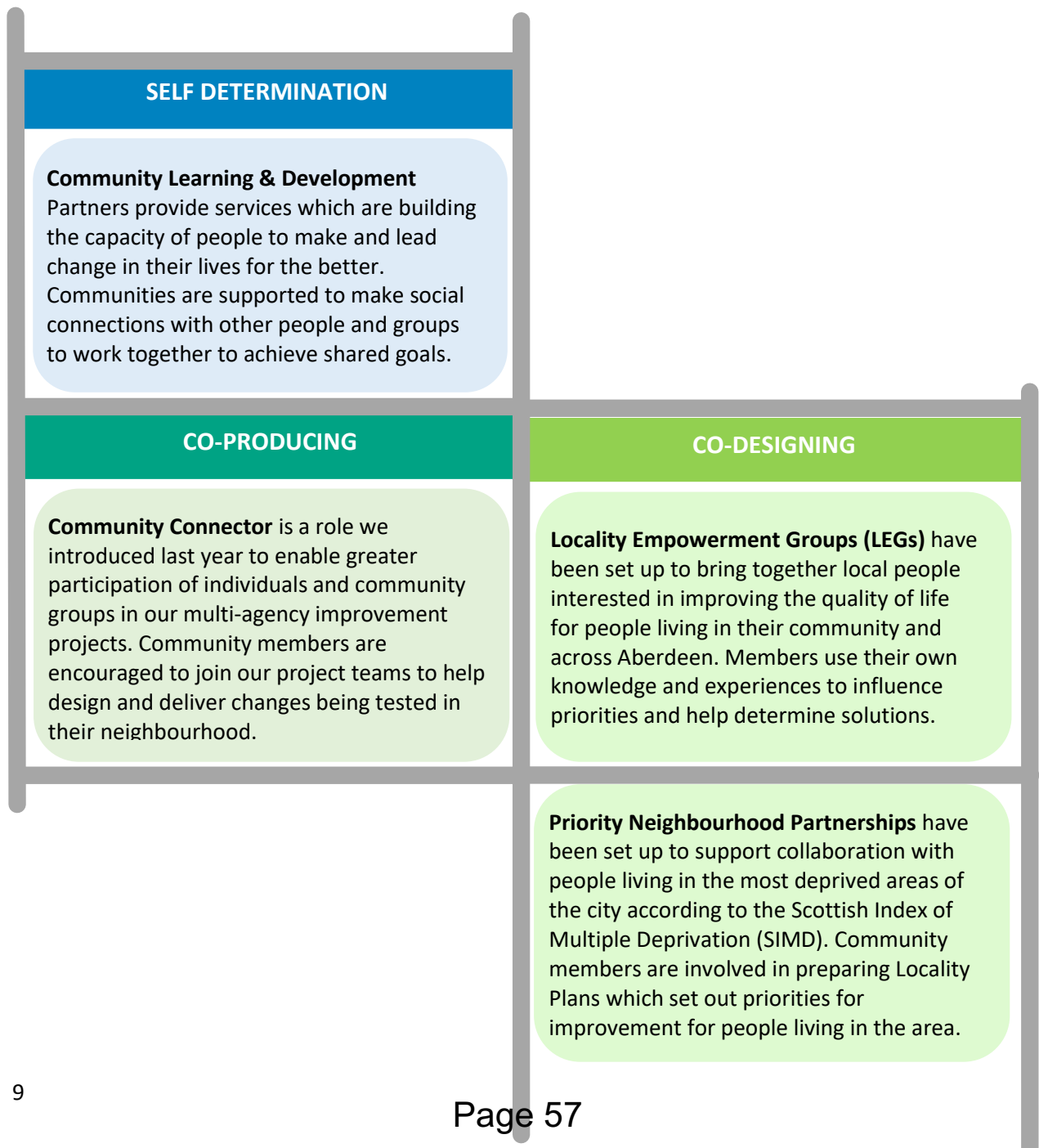


4 Where We Are Now

Community Planning Aberdeen values community involvement and is committed to increasing levels of community involvement in community planning. We have mechanisms for communities to participate in the work of the Community Planning Partnership in a range of ways and to differing levels of influence.

Whilst individual partners determine the level and style of engagement required to achieve their own engagement goals, some shared arrangements are in place for working together with communities for mutual benefit.

These are set out below and aim to provide meaningful opportunities for people to share their thoughts and ideas, influence decisions and get involved in taking forward activities which lead to improvements.



ENGAGING

Participatory Budgeting is a process which enables people to have a direct say in how a public budget can be used to address community priorities. PB is used for the Fairer Aberdeen Fund and has also been used for other pots of funding by Community Planning Aberdeen.

Fairer Aberdeen Board oversees allocation of the Fairer Aberdeen Fund. It includes partner organisations and 7 community representatives from priority neighbourhoods contributing their knowledge and lived experience. They ensure that the community voice is heard in decisions and are involved in monitoring and evaluating the programme.

Community Empowerment Network is a forum for community groups and organisations working across the city to connect with each other and with members of Community Planning Aberdeen to stay informed and identify further opportunities for public services, third sector and community groups to work together.

Aberdeen Youth Network provides an opportunity for people who work with children and young people across the city to come together and connect. It helps improve communication between services, supports a more co-ordinated and joined-up approach to planning services, and promotes sharing good practice and what funding and training opportunities are available. This ensures there is an effective youth governance structure in place for the city.

CONSULTING

City Voice is a panel of Aberdeen residents who have agreed to give their views on a range of issues. Panellists complete at least two questionnaire surveys per year. The results of the surveys help us understand whether we are improving outcomes for people across the city.

Simulator is an online tool used to gauge the attitude, priorities and values of citizens and communities across Aberdeen. It was used to engage communities in the refresh of the Local Outcome Improvement Plan by allowing participants to rank projects relation to importance to them.

INFORMING

Communityplanningaberdeen.org.uk is where members of the public can find information about the work of Community Planning Aberdeen. This includes details of partners, improvement projects, data and how to get involved.

Community Updates such as the CLD Bulletin, ACVO News, email distribution and other partner newsletters keep community members up to date with latest news.

Social Media Platforms including twitter, Facebook, LinkedIn, and YouTube allow us to communicate with many people. Through social media we can share blogs, photos, videos, and web content. We can also have conversations with our users.

Our collective understanding and appreciation for the role that communities must play in improving outcomes for Aberdeen has come a long way in the past few years. Our increased efforts to engage people and community groups have led to productive relationships. We can demonstrate practice up and down the ladder of empowerment, both as individual partners and as a Community Planning Partnership. Groups such as the Community Empowerment Network and Locality Empowerment Groups have sought to bring disparate community groups and networks together to galvanise efforts on shared priorities. Community Learning & Development partners continue to build the capacity of the community to take charge of their outcomes and make a positive impact. Social media and tools such as the simulator are helping us reach out wider into the community.

Our ambition is for all communities to become equal community planning partners.

An ongoing review of the internal and external factors that can impact community empowerment will be essential to the delivery of this strategy as we adapt our approach accordingly.

STRENGTHS

- Active citizens and community groups
- Commitment of partners to empower communities
- Strong leadership and willingness to change
- Ambition of the LOIP to be a child friendly city by 2026

WEAKNESSES

- Lack of data and measurement of community empowerment
- Representativeness of those engaged
- Low engagement with LOIP and Locality Planning opportunities for community involvement
- Lack of specific training for staff and communities on making a shift in relation to community empowerment
- Challenges to communicate involvement opportunities with all communities

OPPORTUNITIES

- Digital technology
- Social renewal post pandemic and more people volunteering
- Local community leadership
- Activist culture and social capital
- Positive experiences of participation
- Focus on the benefits and what can be achieved by working together
- Increased confidence and skills among local people
- The motivating factor of potential greater satisfaction with quality of life in the neighbourhood

THREATS

- Loss of momentum due to the pandemic
- Overuse of digital engagement
- Over-engagement with the same communities
- Limited resources and capacity
- Negative perceptions and lack of trust in working with public services
- Lack of confidence and perceived lack of skills
- Previous experiences of poorly executed participation approaches

5 Where We Want to Be

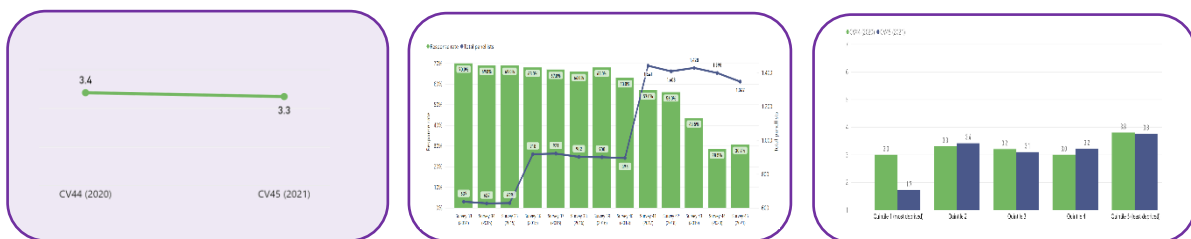
<i>Stretch Outcome 16</i>	<i>Primary Driver</i>	<i>Improvement Aim by 2024</i>	<i>Baseline</i>	<i>Rung on Ladder of Empowerment</i>	<i>Lead Partner</i>
<p><i>By 2026 Aberdeen’s citizens will feel able to participate in decisions that help change things for the better, scoring this 5.5 out of 7.</i></p> <p><i>(Baseline 2020: 3.4 Current 2021: 3.3 Source: Place standard question, Aberdeen City Voice)</i></p>	<p>16.1 Conditions for collaboration enable delivery of shared objectives and a focus on action rather than hierarchy</p>	<p>Increase the rate and representativeness of the response to Aberdeen City Voice to 63% by 2024.</p>	30.7%	CONSULTING	Aberdeen City Council/ Grampian Regional Equality Council
		<p>Achieve UNICEF badges in 1. Cooperation & Leadership; and 2. Participating (Also LOIP project) by 2026.</p>	0	CO-DESIGNING	Aberdeen City Council/ Police Scotland/ NHS Grampian
		<p>Increase no. community ideas tested and supported by CPA and partners by X% by 2024.</p>	TBC – data will be available for final draft	CO-DESIGNING	Aberdeen City Council
		<p>Increase no. and diversity of people participating in community planning at a meaningful level by 100% by 2024.</p>	TBC – data will be available for final draft	CO-PRODUCING	Aberdeen City Council / Aberdeen City Health and Social Care Partnership
	<p>16.2 Social connections and networks working together is supported and encouraged.</p>	<p>Increase % of community led projects funded and/or supported by x% by 2024.</p>	TBC – data will be available	SELF-DETERMINATION	Aberdeen Council of Voluntary Organisations (ACVO)
		<p>Increase no. of community led projects celebrated and promoted by CPA by 100% .</p>	0	SELF-DETERMINATION	TBC
	<p>16.3 Capacity building to support people and communities to work together.</p>	<p>Increase number of people (staff and communities) who state that they have the skills, tools and support they need to work together to make improvements in the community to 50% by 2025.</p>	City Voice Data available Jan 2023	SELF-DETERMINATION	TBC



6 Knowing We Are Getting There

We will take a programme management approach to the delivery of new Stretch Outcome 16 and underpinning improvement project aims. Using Quality Improvement (QI) methodology and tools, project teams will explore the effectiveness of current systems in empowering communities. Each project team will develop a project charter which sets out the aims of the project and the changes the team will test to achieve improvement. The project team will be responsible for gathering data to evidence whether their changes have resulted in improvement and reporting this monthly. This is line with the arrangements for the projects within the Local Outcome Improvement Plan.

Stretch Outcome 16 - By 2026 Aberdeen’s citizens will feel able to participate in decisions that help change things for the better (scoring this area 5.5 out of 7 using place standard).



This information will also be used to update the online [CPA Improvement Project Dashboard](#). A new section of the dashboard has been created for Stretch Outcome 16 and from here partners, staff and members of the public all have access to the latest update on progress and improvement data.

Outcomes Framework

As well as monitoring our improvement project data we will also monitor a set of key indicators to take a broader view of community empowerment across the city. This will help direct our improvement activity to areas of greatest need where improvement can achieve the greatest impact. These indicators will be included in a new section of the [Aberdeen Outcomes Framework](#) which is accessible through the Community Planning Aberdeen website. It is a tool that enables the Partnership to evaluate how well we are improving outcomes and identify any emerging issues we need to respond to which are not addressed by the Local Outcome Improvement Plan, and now, the Community Empowerment Strategy.

Key Indicators to be included in the Outcomes Framework:

- Participants by method of engagement
- % of known community groups we are engaging
- Representativeness/ diversity of communities involved in community planning improvement projects

- Number of people aware of Community Planning Aberdeen and how they can get involved in improvement projects
- Number of adults and young people taking part in influence and engagement activity through CLD
- Number of community groups receiving capacity building support through CLD activity
- Number/ capacity of physical spaces to support effective collaboration
- City voice response rate
- No. of participation requests
- No. of asset transfer requests
- Visits to CPA community resources website
- Social media likes and follows
- Community stories featured in local media

Annual Outcome Improvement Report

Community Planning Aberdeen produces an Annual Outcome Improvement Report which provides an overview of progress against the Local Outcome Improvement Plan and Community Empowerment Strategy.

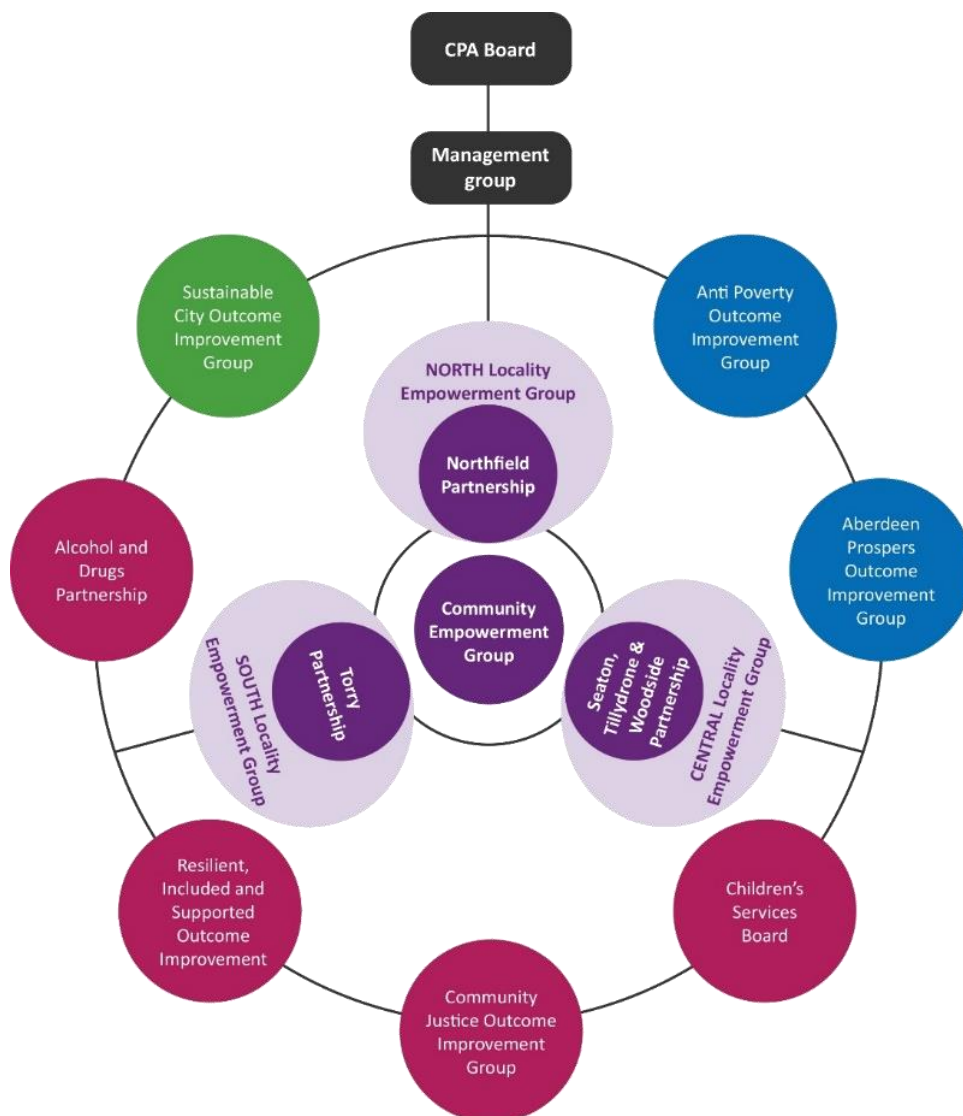


7 Community Empowerment Group & Network

The Community Empowerment Group is responsible for leading the achievement of Stretch Outcome 16 on behalf of Community Planning Aberdeen through the improvement projects set out in section 5 of this strategy.

The group will play a lead role in supporting the delivery of this strategy by promoting the use of the guiding principles and community tools and resources amongst partners and communities. It will also take responsibility for monitoring and evaluating progress (see Section 6), highlighting risks and issues to the CPA Management Group and CPA Board where the need for collective action beyond the Community Empowerment Group is identified.

Find out more about the [Community Empowerment Group](#) and wider [Community Empowerment Network](#).



8 Tools & Resources

This section of the strategy is a portal to our new tools and resources web page. From here people, communities and engagement practitioners will be able to access information about opportunities to work with Community Planning Aberdeen, other community groups operating in the area and a wide range of tools, resources and help guides on how to engage with the community. Whether you are an active citizen wishing to gain support for an idea, a community group seeking to make an improvement, or an organisation wishing to engage with the local community; this is a one stop shop for practical tips and advice.

1. Collaborate with Community Planning Aberdeen	2. Connect with other Community Groups	3. How to engage with communities and each other
<u>Share your views</u>	<u>Aberdeen Community Councils and Area Based Groups</u>	<u>What are tests of change and how to get started</u>
<u>Request to be involved</u>	<u>Equality Related Groups and Organisations</u>	<u>Engagement Tools</u>
<u>Share your knowledge and expertise to improve outcomes</u>	<u>Community Planning Aberdeen Community Groups</u>	<u>Grampian Engagement Charter – 10 considerations</u>
<u>Find out about community empowerment, locally and nationally</u>	<u>Community Case Studies</u>	<u>Young Place Changers Toolkit</u>
<u>Make better use of space through asset transfer</u>	<u>Community Information Handbook</u>	

The tools and resources pages will be constantly evolving, updated with the latest tools, tips, and practical advice as well as improvements made in response to user feedback.



9 Endorsements

This document is endorsed by the following partners.



10 Further information

If you have any questions about this strategy or would like to get involved in helping us take it forward then please contact us by emailing communityplanning@aberdeen.gov.uk.

To find out more about Community Planning Aberdeen and the work of the Community Empowerment Group please visit www.communityplanningaberdeen.org.uk/ceg/

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Community Planning Aberdeen

Progress Report	CPA Improvement Programme Quarterly Update and Appendices
Lead Officer	Gale Beattie, Chair of CPA Management Group and Aberdeen City Council Director of Commissioning
Report Author	Allison Swanson, Improvement Programme Manager
Date of Report	6 October 2022
Governance Group	CPA Management Group – 26 October 2022

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

Summary of Key Information
<p>BACKGROUND</p> <p>1.1 The refreshed Aberdeen City Local Outcome Improvement Plan (LOIP) was approved by Community Planning Aberdeen Board on 7 July 2021. Within the refreshed LOIP there remains 15 stretch outcomes to be delivered by 2026 and 75 shorter term improvement projects.</p> <p>1.2 The CPA Improvement Programme 2021-23 was approved by the Board on 15 September 2021 and set out the timescales for both initiation of the new aims within the refreshed LOIP, as well as the timescales for the continuing project charters being reviewed, over the next two years up until 2023. Of the 75 improvement aims within the refreshed LOIP 2016-2026, 41 projects were already initiated and therefore were classed as continuing, whilst 34 were new projects. This report provides an overview of progress to date and also shows the connections with the community ideas for improvement as contained in the Locality Plans approved by the CPA Board on 7 July 2021.</p> <p>1.3 The Community Planning Aberdeen Outcome Management and Improvement Framework sets out how CPA ensures effective, systematic and collaborative scrutiny of progress towards the achievement of outcomes within the LOIP. The Board on 15 September approved new outcome reporting interfaces to ensure that the various audiences are being provided with the detail to meet their requirements; and also providing the conditions to support the achievement of the project aims within the two year timeframe of the Improvement Programme, and ensuring that the connection with the community ideas for improvement in the Locality Plan are made and progress reported on. These arrangements include quarterly reporting to the CPA Board on progress made in taking forward the LOIP improvement projects.</p>

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

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

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

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

Project Updates

- 2.5 From the Stretch Outcome dashboard, you can access the project update reports for projects which have had their charter approved for initiation of testing. Projects updates are a short summary of progress towards achieving the overall project aim, including details of what changes are being tested; within which locality; how it aligns to the Locality Plans and the improvement data which demonstrates whether the changes are making a difference.
- 2.6 Locality Leads are working with the Locality Empowerment Groups and Priority Neighbourhood Partnerships to identify community connectors to work with the respective LOIP projects to take forward the community ideas in the localities. Opportunities to become a connector are being actively promoted and where a connector is to be identified, the Locality Leads will act as the connector in the meantime.
- 2.7 The report is designed to focus on the outcomes of the project, rather than a general update on activity. Project team's self evaluate their progress using the Progress Scale below, as well as a project ragging to show whether overall they are **on track**, **at risk**, or **off track** and highlighting any issues/risks and proposed mitigation.

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

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

3 CASE STUDIES

3.1 This report includes two case studies (see [Appendix 2](#)), for projects under the economy theme, namely:

- 7.2 Increase the number of vulnerable learners entering a positive and sustained destination by 7% by 2023 - Leona McDermid, Foyer
- 10.6 Increase by 15% victims of domestic abuse receiving support by 2022 – Lucy Simpson, ACC

Each case study tells the story of the project – the changes they've tested, as well as the outcomes and impact to date.

3.2 The Chairs of the Outcome Improvement Groups for each of the case study projects will speak to their respective case studies, with the project manager invited to the CPA Board in November 2022 to speak.

4. IMPROVEMENT PROJECT AIMS ACHIEVED

4.1 14 projects have now achieved their improvement aims as detailed below, with 6 project end reports approved and a further 2 on today's agenda. The other projects are continuing to monitor progress/impact of change ideas until the next meeting/academic/financial year to ensure that data is available to evidence that the improvement is sustained and thereafter will submit a project end report:

- 1.1 (Community Food Pantries) – *project end report approved*
- 1.6 (Uptake of Unclaimed Benefits) - **project end report on today's agenda**
- 3.3 (Increasing people qualified with ICT and Digital skills at SCQF Levels 7 and above)
- 4.1 (Reducing Births Affected by Drugs)
- 5.3 (Schools offering sustainable and equitable access to counselling) – *project end report approved*
- 5.4 (Children and young people have free access to physical activity which improves mental health and wellbeing) – *project end report approved*
- 7.1 (Growth Sector Courses)
- 9.3 (Joint Reporting to SCRA and COPFS) – *project end report approved*
- 10.1 (Support on Liberation) – *project end report approved*
- 10.6 (Increase in Domestic Abuse Victims Accessing Support)
- 11.2 (Increase opportunities for people to volunteer)
- 11.5 (Youth Homelessness)
- 15.1 (Community Run Green Spaces) – *project end report approved*
- 15.2 (Community Food Growing in Schools, Communities and Workplaces) - **project end report on today's agenda**

4.2 Project 3.1 (Real Living Wage) has also achieved its aim for 2021 and 2022 in terms of 5% increase in Real Living Wage employers ear on year and will continue to ensure 5% aim for 2023 achieved and towards the aim of being a Real Living Wage City by 2026.

5 MAKING ABERDEEN A LIVING WAGE CITY DRAFT ACTION PLAN

5.1 The Project Team have developed a draft Making Aberdeen a Living Wage City Action Plan which is contained at Appendix 3 for the Group's endorsement. The Action plan will be a live document and is currently out to partners for feedback. Subject to the endorsement of the Management Group, the final Action Plan will be submitted to the CPA Board on 30

November 2022 in advance of submission to Living Wage Scotland. The public announcement of the application to join the Making Living Wage Places scheme will take place at the Responsible Business event on 14th November (coinciding with the annual Living Wage Week), with reference to the Action Plan being submitted to the CPA Board made in the proposed press notice.

6 IMPROVEMENT AIMS TO BE ACHIEVED BY 2022

- 6.1 There are 20 improvement aims to be achieved by 2022, 6 of which have been achieved, with 14 still to be achieved. Of the 14 still to be achieved, 2 have a red ragging status (3.2 & 5.2) and 2 (4.3 and 5.2) have still to provide baseline data. Data for 4 of the aims are based on the on the financial/academic year and therefore will not be available until April/August 2023.
- 6.2 In respect of improvement aims to be achieved by 2023, at present 5 aims have a red ragging status (eating disorder aim, 6.3, 8.3, 8.4 and 10.7).
- 6.3 Overall, 7 aims still have to provide baseline data (4.3, 5.2, eating disorder aim, 6.3, 8.3, 10.7 and 12.7).

7 NEW PROJECT CHARTERS

- 7.1 74 out of the 75 improvement aims have had charters approved and are progressing. 1 project charter is still due to be submitted. The current status of the remaining project charters due is detailed below:

Stretch Outcome (SO) and Project Aim	Current Status
5 – “The number of children and young people with an eating disorder who are identified within 3 months of onset is increased by 50% by 2023“	CPA Board had agreed to postpone the charter to September initially to enable findings from the schools Health and Wellbeing Survey to be considered. Having reviewed existing data available, it is evident that the current improvement aim cannot be measured/achieved. Therefore, the CPA Board on 23 September 2022 further agreed that the charter be postponed again for further in depth data on current systems to be gathered to enable a revised aim to be set, charter developed and Project Manager from NHSG identified. Data being gathered by NHSG, however revised aim, charter and confirmation of PM still awaited.

8 STRETCH OUTCOME 15

- 8.1 Subject to the project end report for project 15.2 on today’s agenda being approved by submission to the CPA Board in November 2022, two of the three aims under Stretch Outcome 15 will have been achieved and projects ended. In light of this CPA Management Group are asked to consider whether further improvement activity was required at this time to support achievement of the Stretch Outcome.

9 CHAIR OF RESILIENT, INCLUDED AND SUPPORTED GROUP

- 9.1 The Chair of the Resilient, Included and Supported Outcome Improvement Group is currently vacant, with the Vice Chair Alison Macleod has been acting as Chair until position is appointed to. The Management Group are asked to appoint Alison Macleod as Chair.

10 NEXT STEPS

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

10.2 Projects with aims achieved will continue to report on progress to ensure improvement is sustained and thereafter submit a project end report.

Recommendations for Action

It is recommended that the Management Group:

- i) consider the overview of progress against the CPA Improvement Programme, as well as the overview for each Stretch Outcome; respective improvement projects and the Community Empowerment Group workstreams as contained at Appendix 1;
- ii) discuss the status of the improvement aims to be achieved by 2022 and with a red ragging status as detailed at section 6 and in Appendix 1, as well as the risks/issues detailed in each of the Stretch Outcome overviews and determine any mitigating actions required;
- iii) consider the two spotlight case studies as contained at Appendix 2;
- iv) note that 14 aims had now achieved as detailed at 4.1 and two project end reports were on today's agenda, with the further project end reports to be submitted once sustained improvement was evident;
- v) discuss the outstanding position regarding the final remaining new charter due as detailed at section 7.1;
- vi) endorse the draft Making Aberdeen a Living Wage City Action Plan as contained in Appendix 3 and agree that this be submitted to the CPA Board on 30 November 2022 for endorsement in advance of being submitted to Living Wage Scotland;
- vii) note that two of the three aims under Stretch Outcome 15 had been achieved and project ends submitted and determine whether further improvement activity was required at this time to support achievement of the Stretch Outcome; and
- viii) appoint Alison Macleod as Chair of the Resilient, Included and Supported Outcome Improvement Group.

Opportunities and Risks

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

Consultation

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

Background Papers

[Refreshed Local Outcome Improvement Plan 2016- 26 and CPA Development Plan 2021-2022](#)
[Final Draft Integrated Locality Plans 2021-26 – North, South and Central](#)

Contact details:

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CPA Improvement Programme 2021-2023

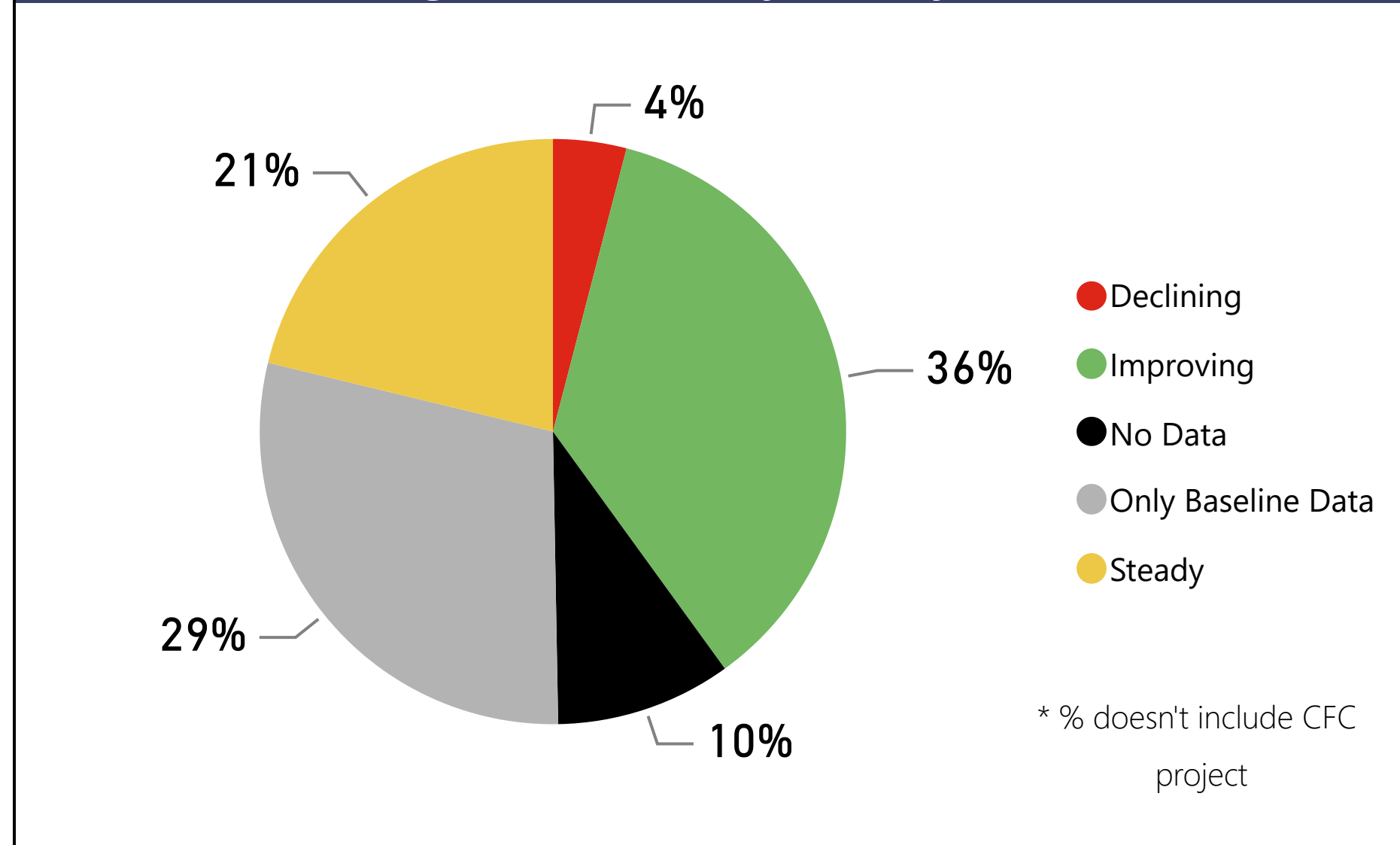
Overview of Progress to Date

No. of LOIP Project Aims	No. of Live Project Aims	No. of New Charters Due	No. of New Charters Received	No. of Aims Achieved	Months Since LOIP Published
75	74	1	0	14	15

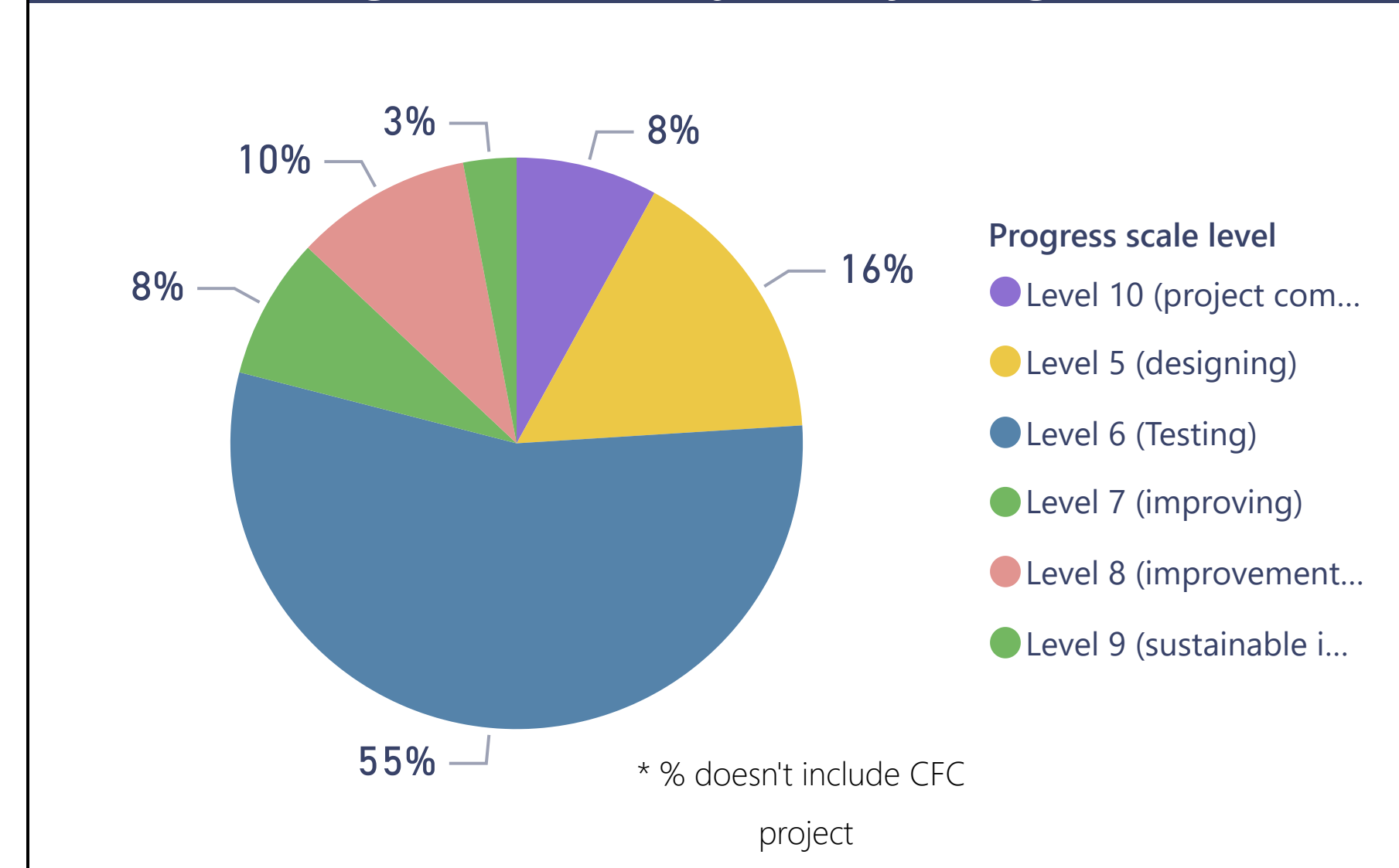
Overview of Progress by Outcome Improvement Group

OIG	No. of Project Aims	No. of Live Project Aims	No. of Charters still to be submitted	No. of Aims Achieved
Anti-Poverty	6	6	0	2
Aberdeen Prospers	9	9	0	1
Children's Services Board	27	26	1	5
Community Justice	8	8	0	2
Resilient, Included & Supported	8	8	0	2
Alcohol and Drugs Partnership	9	9	0	0
Sustainable City	8	8	0	2
Total	75	74	1	14

Percentage of Live Projects by Aim Trend



Percentage of Live Projects by Progress Scale



Stretch Outcomes 1-7: Current Status

Overall Rag Key



On track



Off track



At risk

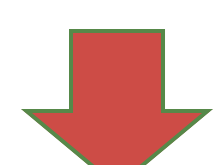
SO	Stretch Outcome	SO Trend	No of. LOIP Project Aims	No. of Live Project Aims	% of New Charters Due Submitted	% of Revised Charters Approved	Overall RAG	Summary and reason for Overall Status
1	No one will suffer due to poverty by 2026.	→	6	6	N/A	100	●	All aims now live, 1.1 has had project end approved and 1.6 has achieved aim with the project end on today's agenda. 1.2 & 1.5 have started to test one change idea and others being designed. 1.3 showing signs of improvement.
2	400 unemployed Aberdeen City residents supported into Fair Work by 2026.	↑	4	4	100	100	●	All projects are now live and actively testing and showing signs of improvement. See key activity/outcomes.
3	500 Aberdeen City residents upskilled/ reskilled to enable them to move into, within and between economic opportunities as they arise by 2026	●	5	5	N/A	100	●	All projects live, 3.2, 3.4 & 3.5 to be achieved by 2022. 3.2 & 3.4 not reporting progress/impact of changes. 3.3 has achieved its aim and a new co-PM appointed to focus on improvements in non school education settings.
4	95% of children (0-5 years) will reach their expected developmental milestones by the time of their child health reviews by 2026.	↑	4	4	N/A	100	●	All projects now live. 4.1 has achieved its aim and continuing with new change ideas to ensure improvement is sustained. Baseline data for 4.3 is required. 4.1 & 4.3 aims are to be achieved by 2022. 4.2 was on hold for six months due to reallocation of PM, however data has now been received on overall admissions and repeat admissions with unintentional injuries & the project is considering next steps.
5	90% of Children and young people will report that their experiences of mental health and wellbeing have been listened to by 2026.	●	6	5	0	N/A	●	Baseline data for the Stretch Outcome being gathered through the Shine Survey. Baseline data for aim 1 of 5.2 is required. 5.1 is progressing and baseline data established. 5.3 & 5.4 aims achieved & projects ended. 5.2 to be achieved by 2022, but issues remain to be resolved. Final charter postponed to enable data to be gathered and a revised aim to be developed - this remains outstanding.
6	As corporate parents we will ensure 95% of care experienced children and young people will have the same levels of attainment in education, health and emotional wellbeing, and positive destinations as their peers by 2026.	→	4	4	N/A	100	●	6.1 is to be achieved by 2022 with a single change idea being progressed (MCR pathways), other change ideas being considered. Data directly linked to the aim is required - work is ongoing to provide this. 6.3 - latest status of project required.
7	95% of children living in our priority localities will sustain a positive destination upon leaving school by 2026.	→	3	3	N/A	100	●	Aim achieved for 7.1 see key activity/outcomes. 7.2 is testing 1 change idea (Upstream) with NESCOL. Need to ensure the project are reporting on impact of that change on achievement of the overall aim - overall aim data showing a downward trend. 7.3 all change ideas now being tested, however update on impact required.

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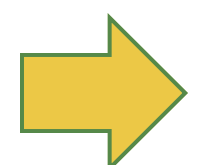
Trend



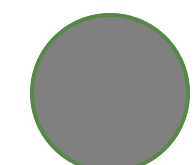
Improving



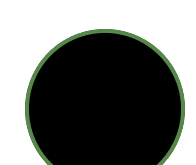
Declining



Steady



Baseline data only



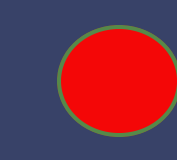
No data

Stretch Outcomes 8-15: Current Status

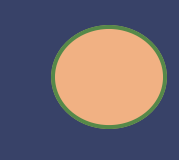
Overall Rag Key



On track



Off track



At risk

SO	Stretch Outcome	SO Trend	No. of LOIP projects	No. of Live projects	% of New Charters Due Submitted	% of Revised Charters Approved	Overall RAG	Summary and reason for Overall Status
8	Child friendly city where all decisions which impact on children and young people are informed by them as rights holders by 2026.		4	4	N/A	N/A		8.1 & 8.2 are progressing. No progress reported for 8.3 since approved in Nov 21, baseline data also required. 8.4 was approved in April 22 and no progress reported to date.
9	30% fewer young people (under 18) charged with an offence by 2026.		6	6	N/A	100		Aim achieved for 9.3. Baseline data for all now provided. 9.2 is to be achieved by 2022 but had been delayed due to personnel issues - project team reviewing activity. 9.4 to be achieved by 2022, however data for 2021 is showing a downward trend. Need to consider if pace/progress will enable the aims to be achieved by 2022. Others progressing.
10	25% fewer people receiving a first ever Court conviction and 2% fewer people reconvicted within one year by 2026		8	8	N/A	100		Aim achieved for 10.1 & project ended. 4 aims to be achieved by 2022 and all progressing. 10.6 aim achieved. 10.7 still to provide baseline data. 10.3 to provide update, other projects are progressing.
11	Healthy life expectancy (time lived in good health) is five years longer by 2026.		8	8	100	100		All projects are live. 2 aims achieved Testing yet to commence for 11.7 due to challenges with the number of families volunteering to get involved.
12	Rate of harmful levels of alcohol consumption reduced by 4% and		9	9	N/A	100		All projects now live & progressing. Baseline for 12.7 required, but is being progressed. 12.6 to be achieved by 2022.
	Drug related deaths lower than Scotland							Stretch Outcome 12 has 2 outcomes, therefore the SO Trend column is separated to provide the trend for each. Otherwise, the narrative and data in the row immediately above applies
13	Addressing climate change by reducing Aberdeen's carbon emissions by at least 61% by 2026 and adapting to the impacts of our changing climate		3	3	N/A	100		All projects live, however only 1 change being tested for 13.2 and no data/feedback on impact of that change being provided at present. Project exploring further changes. 13.1 & 13.3 progressing.
14	38% of people walking and 5% of people cycling as main mode of travel by 2026.		2	2	N/A	100		Both projects live. Testing at present for 14.2 is limited but is to be progressed following funding to Nestrans for 2 cycle projects. Data on impact of the changes tested towards overall aims required. 14.1 & 14.2 to consider if pace/changes will enable aims to be achieved
15	Addressing the nature crisis by protecting/ managing 26% of Aberdeen's area for nature by 2026		3	3	N/A	100		All 3 projects now live - project end approved for 15.1. Aim achieved for 15.2 with project end on today's agenda & 15.3 progressing. Group to consider if further improvement activity is required to support achievement of the Stretch Outcome.

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Trend Key: Improving Declining Steady Baseline data only No data

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

Overall Progress

SO Trend	No. of LOIP Project Aims	No. of Live Project Aims	No. of Aims Achieved	Overall RAG
→	6	6	2	●

Project Aim Status

Live Project Ref.	Project Aim	Lead Partner, Project Manager	Project Aim Trend	Locality Link	Current progress scale	Project Progress RAG	Summary and Reason for RAG
1.1	<u>Increase the number of people using community pantries by 20% by 2023.</u>	Cfine, Sam Leys	↑	N, S & C	10	★	Aim achieved - Project Ended.
1.2	<u>Reduce by 50% the number of homes with an EPC rating of F&G by 2023, leading to 100% by 2026.</u>	ACC, Mel Booth	●	S	5	●	Working in conjunction with 1.5 the Project has now developed a campaign plan with an event request contact form and online events calendar created, as well and information and advice sessions arranged. First session held at Cults Café on 04/10/22 however attendance and engagement was low. Other change ideas such as webinar are in discussion/development and awaiting agreement to proceed with sessions delivered to Partner front-line staff. Project to ensure multi-agency team progressing change ideas and not single system.
1.3	<u>Ensure 100% of people presenting as homeless have a full financial assessment and access to all appropriate benefits by 2023.</u>	ACC, Angela Kazmierzak	↑	None	7	●	Project progressing with data showing an improvement. Project will now start testing using the Housing Option Officers to complete the benefit check as part of the homelessness assessment. Project are hoping that this will get us up to the 100%.
1.4	<u>Increase support for those who have been most disadvantaged through the pandemic by 2023.</u>	GREC, Dave Black	●	N & S	6	●	Project taking forward a new test to see how additional capacity building support to minority ethnic community organisations can increase funding to marginalised communities. They are starting with a workshop type event with the National Lottery and ACVO on October 12th, with feedback being collected on barriers to accessing funding. Project also discussing how it can look at those impacted by the cost of living crisis as well as the pandemic.
1.5	<u>Decrease the number of households in extreme fuel poverty in Aberdeen by 4% by 2023; and reduce the rate of socially rented households in fuel poverty in Aberdeen by 8% by 2023.</u>	Scarf, Lawrence Johnston	●	N, S & C	5	●	Project has now developed a campaign plan with an event request contact form and online events calendar created, as well and information and advice sessions arranged. First session held at Cults Café on 04/10/22 however attendance and engagement was low. Data on impact to be added in advance of the Board meeting. Data on impact to be added in advance of the Board meeting. Other change ideas, such as a patient discharge process providing a tailored support package aimed to mitigate the risk of re-admission due to cold and / or damp living condition; a webinar and Fuel Poverty Awareness Training Sessions are in discussion/development and awaiting agreement to proceed with sessions delivered to Partner front-line staff. Project to ensure multi-agency team progressing change ideas and not single system.
1.6	<u>Increase the uptake of unclaimed benefits by 10% across Aberdeen City by 2023.</u>	ACC, Angela Kazmierzak	↑	N, S & C	9	●	Aim achieved - Project End on today's agenda.

Key Outcomes/Activity

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Key Issues/Risks

1. Pace & progress of projects 1.2 & 1.5 - both impacted by staff vacancies and internal restructuring within Scarf which has put extreme strain on availability of time to allocate to the project and impacting progression of both aims. Both to ensure multi agency project team meetings are being held to ensure not single system.

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

Overall Progress

SO Trend	No. of LOIP Project Aims	No. of Live Project Aims	No. of Aims Achieved	Overall RAG
↑	4	4	1	●

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	Lead Partner, Project Manager	Locality Link	Current progress scale	Project Progress RAG	Summary and Reason for RAG
2.1	Increase employer sign up to the Real Living Wage by 5% year on year to 2023 to achieve Real Living Wage City Status by 2026.	↑	Scottish Enterprise, Martin Barry	N, S & C	8	●	75 employers headquartered in the city are now real Living Wage accredited – a 70% increase since the project started and a 34% increase since January 2022. Over 1600 workers have received an uplift in wages since the establishment of the real Living Wage movement in the city. Further accreditations are in the pipeline. In preparation for the planned application to join the Making Living Wage Places scheme in Q3/4 2022, the Project Team have developed a draft Making Aberdeen a Living Wage City Action Plan which is contained at Appendix 3 for the Group’s endorsement.
2.2	Supporting 50 people to start a business in Aberdeen who will be coming off the benefits system or significantly reducing their benefits through starting a business by 2023 and 100 by 2026.	↑	Elevator, Roz Taylor/Kirsty McLaughlin	N, S & C	7	●	Project progressing and data showing improvement with 63 referrals of individuals in receipt of universal credits who are investigating starting a business since the start of the programme with 22 individuals starting a business which either takes them off universal credits or significantly reduces their universal credits.
2.3	Support 15 care experienced young people progress to employment through public sector funded employability programmes by 2023.	↑	ACC, Angela Taylor	N	7	●	Project progressing with overall, 11 CEYP have gained employment at July 2022. 20 Young People supported through our tailored employability support programme, with 16 being CEYP and 11 living in a priority neighbourhood
2.4	Support 50 people into sustained, good quality employment by 2023, and 100 by 2026, with a particular focus on; those from priority neighbourhoods and people over 50.	●	SDS, Nicola Graham	N, S & C	5	●	Nicola Graham, SDS has taken on role of PM. Charter approved by CPA Board on 23/9/22 and project progress with updates to commence in October.

Key Outcomes/Activity

2.1 Real Living Wage - 75 employers headquartered in the city are now real Living Wage accredited – a 70% increase since the project started and a 34% increase since January 2022.

2.2 Start up businesses – 63 referrals of individuals in receipt of universal credits who are investigating starting a business since the start of the programme with 22 individuals starting a business which either takes them off universal credits or significantly reduces their universal credits.

Key Issues/Risks

Latest Outcomes Framework Data

1. In August 2022, there were 5,340 Claimants in Aberdeen City – up from 5,270 in July and 5,195 in June.

2. In August 2022, there were 17,882 people on Universal Credit in Aberdeen City – up from 17,375 in July and 16,842 in June.

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

Overall Progress

SO Trend	No of. LOIP Project Aims	No. of Live Project Aims	No. of Aims Achieved	Overall RAG
	5	5	1	

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	Lead Partner, Project Manager	Locality Link	Current progress scale	Project Progress RAG	Summary and Reason for RAG
3.1	Increase the number of responsible businesses working with Community Planning Aberdeen (CPA) through Community Benefits and CSR activity by 200% by 2023		ACC, Charlotte Saunders	N, S & C	7		Project progressing; 171% increase in responsible business partners since Sep 21, with 19 business now working with CPA through CB and CSR activity. Due to the success of the responsible businesses events, the project continues to promote these as a form of engagement and networking among responsible businesses. The 2022 date for the Responsible Business Event is being finalised this month and will be held on 14th November. The idea of this date is to fall alongside living wage week and will follow a theme of the cost-of-living crisis. The project team is exploring new change ideas to sustain and build on progress made so far. One idea will involve collaboration with ACVO to support with their affiliates program and support CSR through their network.
3.2	By December 2022, increase by 10% the number of people in Aberdeen who: • Have digital access; and • Feel comfortable using digital tools.		ACC, Emma Shanks	N, S & C	6		Update and data on impact of changes required. No update from PM since July and aim to be achieved by 2022. Data is being gathered but not yet provided. Project reporting impacted on gathering data on impact of the changes from partners. The Chair is actively following this up.
3.3	Increase the number of people within Aberdeen City qualified with ICT and Digital skills at SCQF Levels 7 and above by 10% by 2023		RGU, John Issacs/Aberdeen City Council, Charlie Love	None	8		Aim achieved with an 18% increase in the number of people graduating from NESCOL & School with Level 7/8 qualification in ICT or Digital subject from 19/20 to 21/22. Despite the aim being achieved, the project is continuing to ensure that improvement is sustained. Although overall data has improved from baseline it has decreased from 20/21 by 10% and data for level 7 has shown a 61% decrease since 19/20, whilst level 8 has shown a 75% increase. The project is being taken forward by two PMs, one focused on schools and one on post school/adults. Chair of Aberdeen Prospers confirming a new Co-PM to focus on further post school/adult tests of change. Impact of changes to be added.
3.4	Increase the number of Modern and Graduate Apprenticeships by 5% by 2022.		Nescol, Duncan Abernethy	N & C	6		Update and data on impact of changes required. Aim is to be achieved by 2022. Changes now being tested, however the collective impact of these change ideas has yet to be assessed by the Project. These will be reflected in the update for 3 October. Data for both modern (MA) and graduate apprenticeships shows a decline from baseline line year(2019/20), but MAs have increased from 20/21 levels.
3.5	80% of young people will successfully complete their Modern Apprenticeship programme by 2022.		Nescol, Ian Runcie	N & S	6		Aim is to be achieved by 2022 based on academic year 2022/23 in order to give time for the ideas to be developed and tested. Project activity has now commenced with a lead for all change identified and being progressed, however project to consider if change ideas will support achievement of this aim rather than project 3.4. Data on impact of changes to be included in future updates once testing has commenced.

Key Outcomes/Activity

1. 3.1 - 18 responsible businesses working with CPA, an increase of 157% since Sep 21.

Key Issues/Risks

1. Data on impact of change ideas for 3.2, 3.4 & 3.5 & pace of progress & progress of these projects for aims to be achieved by 2022
2. Data on impact of change ideas for 3.3

Latest Outcomes Framework Data

1. In 2021/22, 709 people started a Modern Apprenticeship – up from 472 in 2020/21 but lower than the figure of 815 in 2019/20.
2. In 2021/22, 709 people started a Modern Apprenticeship – up from 472 in 2020/21 but lower than the figure of 815 in 2019/20.
3. In 2022-23 Q1, 70.8% of young people successfully completed their MA programme. This is down from 72.6% in 2021-22 Q4.
4. In April 2021-March 2022, 11.2% of those in employment in Aberdeen City were in elementary occupations. This is an increase from 9.7% in the period Jan 2021-Dec 2021 and higher than the rate for Scotland of 11.2%.

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

Overall Progress

SO Trend	No. of LOIP Project Aims	No. of Live Project Aims	No. of Aims Achieved	Overall RAG
↑	4	4	1	●

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	Lead Partner, Project Manager	Locality Link	Current progress scale	Project Progress RAG	Summary and Reason for RAG
4.1	<u>Reduce the number of births affected by drugs by 0.6% by 2022.</u>	↑	ACHSCP, Simon Rayner	None	8	●	Aim achieved, however to ensure that the improvement is sustained, new changes are being tested focusing on staff training specifically in relation to sexual health, and on developing a whole systems approach. Once impact of those changes are known and evidence of sustained improvement available a project end report will be submitted.
4.2	<u>Reduce the number of repeat emergency hospital admissions for unintentional injury to children under 5 years by 5% by 2023</u>	↑	ACHSCP, Rachel Thompson	None	6	●	The project has now restarted with a full analysis of the data from the NHS. The project team are considering next steps following analysis of that data which shows only 12 readmissions over five years with the highest percentage readmission rate being 2.53% and the lowest 0.67% (2020/21). The overall number of unintentional injuries has reduced by 5% and the number of repeat admissions by 80%.
4.3	<u>Increase uptake of parenting and family support by 10% by 2022.</u>	●	NHSG, Nicola Dickie	S & C	6	●	Aim to be achieved by 2022. Work is ongoing on all the change ideas, e.g. single referral form & multi agency approach. Data to show impact of testing is being gathered and to be reported in next period. PM now has data from all most agencies with only one outstanding.
4.4	<u>Reduce the number of children starting P1 with an identified speech delay by 5% by 2023.</u>	→	ACHSCP, Nicola Anderson	None	6	●	Project progressing with SALT referral data being gathered, a 2nd data source report is underway to collect referral numbers to SALT at school entry by Health Visitors, as principal referrers, via their electronic record system. Development of multiagency & parent resources is developing to provide consistent confident early intervention information & signposting to speech & language development support. Other changes are also being designed. Testing to commence.

Key Outcomes/Activity

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Key Issues/Risks

<ol style="list-style-type: none"> 1. Pace of progress/testing of projects 2. Baseline data for 4.3

Latest Outcomes Framework Data

<ol style="list-style-type: none"> 1. In the period 2018/19 to 2020/21, 13.0% of pregnant women were 'current smokers' at the time of their first antenatal booking – similar to the previous period when the rate was 13.1% 2. In 2020/21 there were 50 children (with a valid review) with an identified speech concern at their 4-5 year review. This is up from the (amended) figure of 37 in 2019/20.
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Stretch Outcome 5: 90% of children and young people will report that their experiences of mental health and wellbeing have been listened to by 2026. This is reflected in interactions, activities, supports and services.

Overall Progress

SO Trend	No. of LOIP Project Aims	No. of Live Project Aims	No. of New Charters Still to be Submitted	No. of Aims Achieved	Overall RAG
	6	5	1	2	

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	Lead Partner, Project Manager	Locality Link	Current progress scale	Project Progress RAG	Summary and Reason for RAG
5.1	<u>Increase to 80%, the number of staff who feel confident about how to directly support, or refer a child for support, and signpost to appropriate services by 2022.</u>		ACC, Lisa Williams	N, S & C	6		Project actively progressing with 142 Twitter users accessing Thinglink (a signposting framework supporting Children’s Mental Health CLPL & Resource Suggestions) in Aug 22. Previous survey undertaken with Northfield Academy staff will be used as baseline., with a full city wide survey to be undertaken in October 2022 to establish if the aim has been achieved.
5.2	<u>Increase by 80% the use of digital wellbeing resources for children and young people’s mental health and wellbeing by 2022 and Increase by 40% the use of the wellbeing scenario on the Mind of my Own app by care experienced children and young people by 2022.</u>		NHSG, Tracy Davis	N & C	5		Two aims being taken forward together, both to be achieved by 2022. Baseline data still required for first aim. This will be provided via a survey of current position. A number of areas of challenge impacting on the project discussed by CSB - see key issues. Uncertainty of the impact of the changes, e.g. the Safer Schools App has been launched in every primary and secondary school in the City, however the App was specifically designed not to capture analytics - therefore no data provided. The next version, due for release after the summer will enable high level data by school.
5.3	<u>100% of schools offer sustainable and equitable access to counselling for those children aged 10 and above who require it by 2022.</u>		ACC, Gael Simpson	None	10		Aim achieved - Project Ended.
5.4	<u>100% of children and young people have free access to physical activity which improves mental health and wellbeing by 2022.</u>		ACC, Gael Simpson	N, S & C	10		Aim achieved - Project Ended.
	The number of children and young people with an eating disorder who are identified within 3 months of onset is increased by 50% by 2023.		TBC	None	2		Revised aim/charter and confirmed PM required. CPA Board previously agreed to postpone the charter to enable findings from the schools Health and Wellbeing Survey to be considered. Existing available data has been reviewed and established that the current improvement aim cannot be measured/achieved.CPA Board agreed for the charter to be postponed for further in depth data on current systems to be gathered to enable a revised aim to be set and Project Manager from NHSG identified. Data being gathered and still awaited.

Key Outcomes/Activity

1. 5.1 - Whole system e-learning & separate signposting framework for practitioners to support children, young people and their families have been developed and rolled to ensure practitioners are confident in their role in directly supporting, signposting or referring pupils. Both resources can be accessed at <https://www.thinglink.com/scene/1568317605620482049> and <https://prezi.com/view/OfIk5boc7c07oz9QETpj/>

Key Issues/Risks

1. Baseline data to be confirmed for Stretch Outcome and required for project 5.2
2. 5.1 - Pace & progress of project to enable aim to be achieved by 2022.
3. 5.2
 - Pace & progress of project to enable aim to be achieved by 2022. Baseline for 1 aim required & data on impact of the changes.
 - Workforce capacity to take forward activity continues to be challenged - difficult to prioritise this work when the impact for C&YP is difficult to measure. ‘Hits’ to a website don’t translate to impact/effectiveness.
 - Opportunities and support available through digital means is vast and constantly changing. The urgency has shifted since the charter was prepared (during lockdowns) and it is difficult to determine parameters.
4. Ongoing challenges with capacity, current vacancy factor impacting on current need in schools

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

Overall Progress

SO Trend	No. of LOIP Project Aims	No. of Live Project Aims	No. of Aims Achieved	Overall RAG
➔	4	4	0	●

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	Lead Partner, Project Manager	Locality Link	Current progress scale	Project Progress RAG	Summary and Reason for RAG
6.1	<u>Increase the number of care experienced young people accessing a positive and sustained destination by 25% by 2022</u>	➔	ACC, Larissa Gordon	S	7	●	Aim is to be achieved by 2022 based on academic year 2022/23. Currently progressing a single change idea re MCR Pathways. Additional change ideas are currently being considered as a single change may not achieve the aim. Impact of MCR for attendance & exclusion provided, however no data/evidence provided to show the % of CEYP on MCR pathways achieving a positive and sustained destination. Initial destinations data will be published in September. Analysis will then be done to compare the outcomes of those who are part of the MCR programme alongside their peers. This will provide the evidence base to demonstrate what impact of MCR Pathways. Historic data has been provided from SG statistics which will allow the project team to extract data for CEYP on the MCR programme.
6.2	<u>Increase to 43% by 2023 the proportion of children and young people who are supported to live in kinship care or are looked after at home by 2023 and increase by 20% the number of children and young people remaining in a placement looked after at home/kinship between 16-18 years old by 2023.</u>	➔	ACC, Angela Maitland	None	6	●	Agreement reached that Family Time Hub within SW will supervise, support and assess all family time arrangements until 2nd LAC Review held at 18 weeks, impact on this change to be reported on Project testing this single change, will this single change achieve the aim?
6.3	<u>Increase the number of care experienced young people by 10% receiving multiagency throughcare/aftercare support by 2023.</u>	●	ACC, Isabel McDonnell	None	5	●	Project progress delayed due to absence of PM - Project update required to confirm status and to provide baseline data. The first project team meeting took place on 13th June, at which prioritisation of the change ideas and sources of the baseline data were discussed, no further update since.

Key Outcomes/Activity

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Key Issues/Risks

1. 6.1 aim to be achieved by 2022 and consider whether the single change alone will achieve the aim. Data to show impact of the change on the overall position re progress towards the aim.
2. 6.2 - baseline data of second aim required as well as pace & progress of project
3. 6.3 - Baseline data need and pace and progress of project - testing to commence

Latest Outcomes Framework Data

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

Overall Progress

SO Trend	No. of LOIP Project Aims	No. of Live Project Aims	No. of Aims Achieved	Overall RAG
→	3	3	1	●

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	Lead Partner, Project Manager	Locality Link	Current progress scale	Project Progress RAG	Summary and Reason for RAG
7.1	<u>Increase the number of accredited courses directly associated with growth areas by 7% by 2023.</u>	↑	ACC, Mark Jones	S	8	●	Lift Off 2 held & other change ideas being progressed - see key activity section. Aim achieved - project continuing to ensure improvement sustained into the next academic year.
7.2	<u>Increase the number of vulnerable learners entering a positive and sustained destination by 7% by 2023.</u>	↓	Aberdeen Foyer, Leona McDermid	N & S	6	●	Aim data showing a declining trend with 20/21 data at 81.5 the lowest since 2017/18. Only one change idea currently being tested (Upstream). Further change ideas are being discussed. The impact of Upstream on achieving the overall aim and specifically for those from priority neighbourhoods needs to be confirmed. Upstream will now be tested in two schools. Complex and additional support needs changes- meeting of stakeholders held which provided a sharing of perspectives and an understanding of resources. There appears improved understanding of roles, capacity, and options across all who have contributed. A joint group has formed as part of revising Pathways for testing.
7.3	<u>Increase the number of young people who leave school with a minimum of SCQF 3 in literacy and numeracy and 4 other qualifications to 93% 2023.</u>	→	ACC, Caroline Johnstone	None	6	●	Project update completed for August all change ideas now being tested/implemented. Awaiting data on impact of change ideas.

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Key Outcomes/Activity

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Key Issues/Risks

- Risks that the provision of resource if not informed by pupil aspiration is being addressed by seeking to better understand the needs of young people.
- 7.2 - Project to review reporting to show impact of change idea (upstream) on overall aim of positive destinations of target group and ensure systems in place to gather this for next test. Single change being tested - will this achieve the aim?

Overall Progress

SO Trend	No. of LOIP Project Aims	No. of Live Project Aims	No. of New Charters Due	No. of Aims Achieved	Overall RAG
	4	4	0	0	

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	Lead Organisation, Project Manager	Locality Link	Current progress scale	Project Progress RAG	Summary and Reason for RAG
8.1	Achieve UNICEF badges in: - Cooperation & Leadership - Culture - Communication - Place - Child Friendly Services - Participating		ACC, Matt Reid	S			Progress ongoing
8.2	<u>Increase to 100% of staff working directly and indirectly with children who have received child friendly city training by 2023.</u>		ACC, Jade Leyden	None	6		Training ongoing with 174 people trained to date. Confirmation on no. of ACC staff to use as a baseline required.
8.3	<u>Increase by 50% the number of communications which are accessible to children and young people by 2023.</u>		NHSG, Tracy Davis	C	5		No baseline data available or update on project activity/testing since charter approved in Nov 21. However, whilst, separate to the CFC action plan, to ensure progression the PM is taking change ideas forward as part of relevant CFC badge to avoid any duplication. Data on progress anticipated for the next meeting.
8.4	<u>By 2023 increase to 100% the number of multiagency governance arrangements which impact on children on young people that include their participation and engagement.</u>		Police Scotland, Davie Howieson	None	5		No project activity/testing since charter approved in Apr 22. However, whilst, separate to the CFC action plan, to ensure progression the PM is taking change ideas forward as part of relevant CFC badge to avoid any duplication. Data on progress anticipated for the next meeting.

Key Outcomes/Activity

8.2 174 members of staff have completed the Children's Rights in Practice training delivered by Unicef as of Oct 2022, with all staff groups identified in the charter encouraged to attend. A tailored version of the same training was delivered to elected members as part of their induction in May 22. Exploring possibility with UNICEF of training staff/partners in house via a train the trainers version of the CRIP training.

Key Issues/Risks

1. Pace and progress of project 8.3 & 8.4, no activity reported to date.
2. 8.3 baseline data required.

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

Overall Progress

SO Trend	No. of LOIP Project Aims	No. of Live Project Aims	No. of Aims Achieved	Overall RAG
↑	6	6	1	●

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	Lead Organisation, Project Manager	Locality Link	Current progress scale	Project Progress RAG	Summary and Reason for RAG
9.1	1. Increase number of young people who need support in relation to trauma and bereavement having access to such support by 50% by 2023	●	ACC, Julia Milne	N	6	●	Project is now taking forward 2 aims to ensure change ideas and learning aligned. Aim 1 - Baseline data has now been provided and testing whether a leaflet for the Fit Like Hubs being sent out with all warning letters from the YJMU for children aged 12-17 will increase the no. of self-referrals to the Fit like hubs for trauma/bereavement support. As the leaflets only started to be sent in Aug it is too early to determine any change to self-referral to the Fit Like hubs as a result.
	and 2. reduce by 5% the number of 16/17 year olds with higher support needs offending by 2022.	●	ACC, Julia Milne	None	6	●	The live practitioners CARM training will be ready to agree initial delivery dates soon. Planned activity on the live training was postponed due to the unexpected bank holiday in September. This activity has been rearranged for mid-October. The webinars on FRAME and CARM have been tested and agreed these will be part of the package of training on CARM that will be available. Testing shows increased knowledge in both the FRAME guidance and the CARM process in those taking part in the testing. Feedback from the testing has been positive, showing a clear increase in knowledge and allow clarity on where these webinars will sit within a package of training on CARM.
9.2	Reduce by 10% both the number of offences of sexual or criminal exploitation and the number of 'digital' offences by Young People (Under 18) by 2022.	●	Police Scotland, Lisa Kerr	None	5	●	Aim is to be achieved by 2022, based on financial year 2022/23. Revised charter approved in Oct 21 but due to change in personnel no project activity commenced until July 2022. A new PM and project team are now in place and are ensuring a collective approach is being taken. However, the nine month delay in starting the project will impact on progress achievement of the aim.
9.3	Increase by 10% the number of young people (16-17 year olds) who are jointly reported to SCRA and COPFS who are offered robust alternatives to entering the statutory system by 2022.	↑	SCRA, Emma Scrimger	None	10	●	Aim achieved - Project Ended.
9.4	Reduce instances of public space youth anti-social behaviour as a result of appropriate and effective interventions in targeted areas by 10% by 2022.	→	Police Scotland, Jordan Walker	N, S & C	6	●	Aim to be achieved by 2022. Data shows that City wide public space youth disorder increased in 2021, however the figures in 2022, although not a full year, are generally decreasing, with the exception of the City Centre. The introduction of the Safer City Unit within the City Centre resulted in a spike in figures. It is accepted that this spike is a direct result of increased Police presence and proactive engagement with youths within the area. Work is ongoing to identify solutions to the youth problem within the CPT.
9.5	Increase by 50% the number of 10 to 16 year olds in target areas of the city who access youth community activity by 2023.	↑	ACC, Craig Singer	N, S & C	6	●	Project testing a new group in Kincorth, twelve to fifteen young people engaging weekly since it was set up in March 22. The group stopped for the summer holidays and restarted on 31 Aug 22. The total in attendance was 21. This is an increase not only on the period 09/03-22/06, but the highest since 2019. Attendance as at 29 September had increased to 38, with an average of 30 attending across September sessions.

Key Outcomes/Activity

9.1 CARM & FRAME webinar testing - 44 took part in the testing, with 43 answers to question of increase in knowledge following viewing the webinars. The CARM webinar saw percentage with good or very good knowledge increase from 40.9% to 93.1% after viewing the webinar. The FRAME webinar saw percentage with good or very good knowledge increasing from 36.36% to 95.45% following viewing the webinar.

Key Issues/Risks

1. Pace of progress of projects of 9.2 & 9.4 to enable aim to be achieved by 2022 & data to show current status & impact of changes
2. 9.4 - data showing a downward trend

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

Overall Progress

SO Trend	No. of LOIP Project Aims	No. of Live Project Aims	No. of New Charters Due	No. of Aims Achieved	Overall RAG
↑	8	8	0	2	●

Project Aim Status

Live Project Ref.	Project Aim	Aim Trend	Lead Partner, Project Manager	Locality Link	Current progress scale	Progress RAG	Summary and Reason for RAG
10.1	<u>Increase by 10% those individuals, aged 21+ and not subject to statutory throughcare arrangements, who access support services upon release from HMP Grampian by 2022.</u>	↑	SPS, Mike Hebden	None	10	★	Aim achieved - Project Ended.
10.2	<u>Increase to 30 in total, the no. who are on a custodial sentence, CPO with a Supervision Requirement, on Unpaid Work Orders, on Remand or who have been Diverted from Prosecution who are being supported to make progress on the Employability Pipeline by 22.</u>	↑	SDS, Nicola Graham	N	6	●	Aim to be achieved by 2022 & is likely to have been achieved. Further analysis of this data is taking place to confirm this and project end being prepared - see key outcomes.
10.3	<u>Reduce the number of wilful fires by 10% by 2022</u>	→	SFRS, Andy Buchan	None	7	●	Aim to be achieved by 2022. New PM as of Aug 22. Project update required to show current status/progress of project.
10.4	<u>100% increase in hate crimes reported to police by 2023.</u>	↑	GREC, Dave Black	C	6	●	Testing has commenced and data showing positive trend with a 41% increase in hate crimes reported in 21/22 compared to 2018/19 baseline. 31 police officers trained as hate crime advisors and/or champions.
10.5	<u>Decrease the number of incidents of domestic abuse reported to the Police by 15% by 2023.</u>	↓	ACC, Lucy Simpson	N	6	●	Project progressing - see key outcomes - 94% of staff attending domestic abuse training believed it has increased their knowledge of domestic-abuse informed practice. 2 staff members will be completing Safe and Together Certified Trainer programme in September 2022. Data showing a downward trajectory with in 2020-21 there were 2,610 incidents of domestic abuse in Aberdeen City, up from 2,566 in 2019-20.
10.6	<u>Increase by 15% victims of domestic abuse receiving support by 2022.</u>	↑	ACC, Lucy Simpson	C	8	●	Aim achieved - see case study. Project End report being prepared.
10.7	<u>Increase by 10% the number of clients who access assessment/support/treatment/services in relation to mental health issues:- in Police custody; on a community disposal; in HMP Grampian by 2023.</u>	●	ACHSCP, John Donaghey	None	6	●	Update on current status and baseline data for 2 aspects of aim still required. Data required to show impact of testing required. Staff to receive training in each test group identified, but training has still not commenced. Support on reporting to be given by CJG Lead Contact.
10.8	<u>Reduce the number of drug related deaths occurring within 6 months of liberation from custody from 10 to zero by 2023.</u>	●	ACHSCP, Fiona Wright	None	6	●	Project progressing see key outcomes/activity

Key Outcomes/Activity

10.2 Through ABZWorks, 44 individuals with criminal convictions have engaged with employability support over the last 2 years and 11 have now moved into work. Work that HMP Grampian have undertaken with CFINE shows the benefits of in-work support for individuals leaving prison with 26 individuals completing a pre-release course in 2021 and 10 in 2022: 7 went onto volunteer in 2021 and 3 in 2022; 4 then moved on to full time employment and 1 started their own business in 2021.

10.4 - 45% increase in hate crime reporting from the baseline of 231, with 336 crimes reported in 2021. 31 Police Officers now trained as hate crime advisors/champions. The first Third Party Reporting Centre training session for new and existing centres was delivered on September 28th, with 5 new centres trained up.

10.6 - Aim achieved with 337 young people accessing domestic abuse support in 21/22, 40% increase since 20/21. Furthermore, we have seen an increase of 24% of adults (25 and over, where age has been recorded) accessing domestic abuse support in the last year. In total we have seen an increase of 47% in the number of all people accessing domestic abuse support in Aberdeen City. Waiting lists have reduced over the last couple of months due to increased service capacity meaning young people are able to access support quicker.

10.8 - 7 out of the 9 teams within Justice Social Work have now received training and information for making referrals to Drug related death prevention assertive outreach team. Staff continue to receive naloxone training and kits are now being distributed from Justice Social Work to people appearing at court who have been liberated from custody. Within this

Key Issues/Risks

- 10.3 - Status of project
- 10.7 - Baseline data for 2 aspects of the aim still required.

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

Overall Progress

SO Trend	No. of LOIP Project Aims	No. of Live Project Aims	No. of Aims Achieved	Overall RAG
↓	8	8	2	●

Project Aim Status

Live Project Ref.	Project Aim	Lead Partner, Project Manager	Project Aim Trend	Locality Link	Current progress scale	Project Progress RAG	Summary and Reason for RAG
11.1	<u>Reduce the rolling 3-year average number of suicides in Aberdeen to below 26 (2019) by 2023.</u>	Police Scotland, Juliet Henderson	→	N, S & C	6	●	Change ideas being progressed and project working on providing data to show impact of the change ideas. Latest changes being tested include Well Service where police officers have the ability to make referrals for people in immediate crisis, including suicidal concerns.
11.2	<u>Increase opportunities for people to increase their contribution to communities (volunteering) by 10% by 2023.</u>	ACC, Colin Wright	↑	N & C	8	●	Aim has been achieved with the number of volunteer opportunities on volunteer hub having increased from 437 in Dec 21 to 499 (as at 12th Oct) a 14% increase. The number of opportunities have increased each month since Dec 21. The project are currently reviewing the impact of each of the change ideas and ensuring that the improvement is sustained and will prepare a project end report when appropriate. We have passed 2000 hours of volunteer time in support of Ukrainian resettlement.
11.3	<u>Support 100 people to feel confident to promote wellbeing and good health choices by 2023.</u>	ACHSCP, Chris Smillie	●	N, S & C	6	●	Data currently sitting at 0, however no. of changes to be tested in Oct/Nov 22, including codelivery of MEOC by Lifelong Learning Librarian and Health Improvement Officer to approx. 24 staff. It is anticipated that MEOC trained staff and volunteers will contribute towards the No. Of people who are confident to promote good health choices.
11.4	<u>Reduce tobacco smoking by 5% overall by 2023</u>	AHSCP, Chris Smillie	↑	N & C	6	●	Changes being progressed with the training and resources for Smoke free homes being delivered to Family Learning team in November 22. Gathering baseline data from HIF applications regarding community organisations signed up to Charter for Smoke Free. Initial ASH Scotland Training for Youth Work network will be delivered in November 2022. Briefing being developed for schools to raise awareness of vaping. Education curriculum pages on tobacco, and vaping to be updated.
11.5	<u>Reduce youth homelessness by 6% by 2023.</u>	ACC, Graeme Gardner	↑	None	8	●	Data on overall aim showing a positive trend, with 18% reduction, 3 times greater than aim. Project now testing with the Community Hosting Contract commenced - see key outcomes. Business Case for Housing Options recruitment unsuccessful in first round. Upstream to be tested in two schools.
11.6	<u>Increase the number of unpaid carers feeling supported by 10% by 2023.</u>	Quarriers, Andrew Falconer	●	N & S	6	●	Project progressing. The Respitality Bureau is currently the main focus of the project. They are testing the model e.g. Does a bureau increase uptake of short breaks for Carers and there are 3 further tests within the bureau on different types of Carer Breaks; Doorstep Breaks, Scot Spirit and time to live. An overview of these is provided in the update. Data on impact of the changes to be provided.
11.7	<u>To support 50 low income families in priority neighbourhood to improve eating behaviours and adopt positive lifestyle choices to help towards a healthy weight by 2023.</u>	NHSG, Tracy Davis	●	N, S & C	5	●	Recruitment of families to participate in the project has been challenging, however Project Team have met to discuss methods to resolve this and new approaches to be tested this month. PM has been unavailable however Project Team is continuing to meet and progress.
11.8	<u>Refer 20% of people living with COPD or other respiratory conditions into specific PR physical activity and other support programmes delivered in community settings by 2023.</u>	NHSG, Lucy McLeod	●	N & C	5	●	Charter approved on 23/7/22 and project reporting commencing.

Key Outcomes/Activity

11.1 - Well Service where police officers have the ability to make referrals for people in immediate crisis, including suicidal concerns was tested with police officers initially in the Tillydrone and Seaton areas on one late shift per week. Well has been expanded across the entire city and extended hours of operation. The outcome/feedback of that testing was that those who used Well reported the staff as being knowledgeable, supportive, able to engage and provide onwards referral to services. The service hadn't been picked up as much as had been expected as yet but this is still the pilot period with a review being conducted at the end of October.

11.5 - Nightstop, preventing homelessness through community hosting is now up and running and ready to take applications for hosts. Nightstop information sessions being held and the current focus at this time, is to raise awareness and recruit volunteer hosts. If you would like an information session held with your organisations/groups etc please email Nightstop@aberdeenfoyer.com See poster below:



Key Issues/Risks

11.5 - Housing Options Officers recruitment - unsuccessful in first round of interviews

11.7 - recruitment of families to test the change ideas

11.8 - Resourcing of the change ideas to enable testing to begin to be confirmed.

Latest Outcomes Framework Data

- In 2021-22 there were 1,405 homelessness applications in Aberdeen City, down from 1,453 in 2020-21.
- In 2019-21, male life expectancy at birth was 76.9 years. This is the same as the previous period. Female life expectancy was 81.0 years, which is lower than the previous period (81.3 years).
- In 2017-21, male life expectancy was 71.7 years for those in SIMD quintile 1 (most deprived) compared to 81.7 years for those in SIMD quintile 5 (least deprived). For females, life expectancy was 76.3 years for those in quintile 1 compared to 84.4 years for those in quintile 5. Compared to the previous figures, the gap between most and least deprived narrowed slightly.

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

Overall Progress

No. of LOIP Project Aims	No. of Live Project Aims	No. of Aims Achieved	Overall RAG
9	9	0	

Project Aim Status

Key Outcomes/Activity

12.1 Following the previously reported test survey which highlighted sample staff being generally unfamiliar with terminology of with Selective & Indicated Prevention despite reporting confidence across a range of skills pertaining to these areas, an eLearning module has been developed and will be rolled out to this staff group by the end of October. This eModule will provide a foundational understanding of evidence based prevention with a kind to increasing awareness of where current practices align to this.

12.6 - A number of events were held by partners to mark International Overdose Awareness Day on 31 August at which naloxone training was available. 23 people were trained at Mariscal College. In total over 100 kits were distributed. Paid for social media resulted in 2053 visits to the dedicated webpage; 62 page visits for Overdose and 62 visits for naloxone. 148 kits have been ordered via online provision. As of w/c 3/10/22 both Cummings Park Centre and Kaimhill Centre will be stocking Naloxone. 107 council staff members have currently undertaken naloxone training with a further 80 employees registering their interest.

12.8 - New Sharp Response service - data for 1 July - 30 Sept 2022) has seen 156 unique individuals over the 2 components of the project (mobile needle exchange and crisis intervention/re-engagement service) with 38 receiving a service through the mobile needle exchange and 132 through the crisis intervention/re-engagement component and 17 receiving support through both.

Key Issues/Risks

- 12.3 - Challenges around data still with there being a lack of current data on local attitudes to alcohol and alcohol use. Continuing to work with ADA on this.
- 12.4 - Delivery of ABIs in primary care setting - Discussions are ongoing reintroducing ABIs in primary care through e-consult however IT issues as yet unresolved for Integration of ABIs with Primary care E-Consult
- 12.6 Aim to be achieved by 2022, is pace of testing going to achieve this?
- 12.7 - Baseline data still required. Availability of local and national data due to pauses in data collection - Public health are working to have this re-established as soon as possible (likely to have data for the next update).
- Pace/status of progress - all projects to start testing.

Live Project Ref.	Project Aim	Project Aim Trend	Lead Partner, Project Manager	Locality Link	Current progress scale	Project Progress RAG	Summary and Reason for RAG
12.1	<u>100% of vulnerable young people, who are at risk of developing problem substance use, have access to evidence-based Prevention & Early Intervention (incl Universal, Selective & Indicated Prevention support) by 23.</u>		ACC, Steve McConnachie	None	6		Project progressing - see key activity. In the test surveys, social work staff indicated levels of knowledge and skills which pertain to the Trauma-Skilled category with some examples of Trauma-Enhanced knowledge, this is good given the National Framework aims for Enhanced levels for social work staff, so we appear to be in a strong position prior to training being rolled out.
12.2	<u>To decrease the number of 13 and 15 year olds who have reported using substances in Aberdeen to below the national average by 2023, through curriculum delivery and a whole population approach.</u>		ACC, Niki Paterson	None	6		100% schools have access to revised substance use curriculum, with impact to be tested when session opens. Project discussing some of the change ideas including the work required to reissue the substance misuse guidance within schools. The team are gathering data to establish which 3 schools to target with a combined package of policy guidance, staff training and curriculum resource support.
12.3	<u>Increase % of the population who feel informed about using alcohol responsibly and Increase by 10% the percentage of adults in Aberdeen City who are non drinkers or drink alcohol in a low risk way by 2023.</u>		ACC, Lucy Simpson	N	6		Dates for training on alcohol awareness for Housing officers are being arranged. Changes are currently being made to the Alcohol Aberdeen website to allow for a more detailed breakdown of locality information. Further marketing and campaigns are in development and will be required to boost numbers of those in contact with the website and receiving information. Other changes being explored.
12.4	<u>Increase the number of alcohol brief interventions delivered by Primary Care providers and other professionals to above levels achieved in 17/18 by 2023</u>		NHS, John Mooney	None	6		ABIs now being delivered in HMP Grampian. IT issues as yet unresolved for Integration of ABIs with Primary care E-Consult. Review of ABIs in Kittybrewster custody suite ongoing. We should see primary care increasing significantly as new LES contracts go live and E-consult hosting of electronic ABIs is adopted, at which point AUDIT-C scoring data should also be retrievable. Wider settings should also increase as custody suite ABIs re-start at Kittybrewster.
12.5	<u>Increase the uptake of alcohol treatment by improving access to alcohol services and ensuring they are local, integrated and targets areas of greatest need by 10% year on year by 2023.</u>		Fraser Hoggan, ADA	N & C	6		Baseline data now available. Links in place to count those individuals coming forward for further advice and/or treatment/support and also developing 'fast-track' referral process with Police Scotland colleagues with a view to finding opportunities to close up signpost/referral time to make this more direct, and at the point/time of need being established. Campaign to promote updated Alcohol Aberdeen website being developed - numbers currently too low for analysis.
12.6	<u>Reduce the incidence of fatal drug overdose through innovative developments and by increasing the distribution of naloxone by 10% year on year by 2022.</u>		ACHSCP, Simon Rayner	S	6		Aim to be achieved by 2022, data showing declining trend with 62 drug-related deaths in 2021, up from 56. Project progressing ways to increase the number of non alcohol and drug services that can supply/administer naloxone & discussions are ongoing with various partners re this. For Q1/Q2 of 22/23 there have been 488 naloxone kits supplied (not including SAS) a 10% increase compared to the same period for 21/22. 35 kits were reported as used during this period (15% of kits supplied to people at risk). The number of kits reported as used in this period has increased by 75% in comparison to the same period 21/22.
12.7	<u>Increase opportunities for individuals who have been at risk of Blood Borne Viruses, being tested and accessing treatment by 2023.</u>		NHS, John Mooney	C	6		Baseline data & data on change ideas still required and expected for Nov 22 but has been impacted due to pauses in data collection at a national level and locally. Project designing a no. of change ideas as detailed in the update. The Cepheid machine testing is underway and being used in the Timmermarket; plans are underway to increase HCSW input at Marywell. Meetings with custody colleagues to discuss implementation in custody settings and potentially in HPMG being held.
12.8	<u>Increase uptake of drug treatment and specifically within Locality Areas by 10% each year by 2023.</u>		Simon Pringle, ADA	N & C	6		Project progressing and baseline data now available. Actively testing with new Sharp Response Service commencing and data to show impact now being reported.
12.9	<u>Increase the number of people undertaking recovery from drug and alcohol issues who are being supported to maintain drug / alcohol free lives in their community by 2023.</u>		ACHSCP, Simon Rayner	N & C	5		Designing an employability/education support pathway for people in recovery to help secure future opportunities with initial meetings held and workshops involving lived experience, businesses and recovery services being scheduled. Anti-stigma e-learning invitation to quote has been issued.

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

Overall Progress

SO Trend	No. of LOIP Project Aims	No. of Live Project Aims	No. of Aims Achieved	Overall RAG
↑	3	3	0	●

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	Lead Partner, Project Manager	Locality Link	Current progress scale	Project Progress RAG	Summary and Reason for RAG
13.1	<u>Reduce public sector carbon emissions by at least 7% by 2023.</u>	→	ACC, Kat Ramsay	None	6	●	Project progressing with 86 green champions and 7 initiatives held in Sept 22. Impact of the changes being tested in other partner organisations to be provided. In 2020, Public Sector CO2 emissions for Aberdeen City were 103 ktCO2e – up from the (revised) figure of 100 ktCO2e in 2019.
13.2	<u>Reduce the generation of waste in Aberdeen by 8% by 2023.</u>	→	ACC, Pam Walker/Kris Hultman	C	6	●	Only one change being tested and the impact of the change on the overall aim is not known e.g how much waste saved as a result of changes tested? However, project now exploring further changes, involving the green champs, but also a social media campaign and website to promote and raise awareness of free disposable/re-usable sanitary products following the public consultation which showed 62% of respondents were unaware of current free provision in the city. Chair of SCG supporting to agree next steps and ensuring the focus is multi agency.
13.3	<u>Community led resilience plans in place for areas most vulnerable to flooding by 2023, leading to resilience plans in place across all areas of Aberdeen by 2026.</u>	●	SFRS, Richard Finlay ACC, Fiona Mann	N & C	6	●	Project progressing - see key activity/outcomes. Work is ongoing to develop the required IT infrastructure to maintain a volunteer list like Peterculter already has. Once this facility is operational, a city-wide publicity campaign is being planned, in order to gather volunteers for the group, as well as start to establish similar groups in other priority areas.

Key Outcomes/Activity

13.3 - The Bridge of Don and Denmore community resilience group has been established, with core organisations including Kings Church, BoD Men's Shed, and the Local Rotary Group. This is being supported by Peterculter Resilience Group, Aberdeen City Council and Scottish Fire and Rescue. Kings Church chair and host the group, with the vice chair being held by ACC/SFRS until the group is self-sustaining. The group are developing a modular Community Resilience Plan that will assist future groups to follow the same process.

Key Issues/Risks

1. 13.1 - data on impact of initiatives being taken forward by all partner green champions being collected to ensure not single system.
2. 13.2 - Pace of testing & reporting of data on the impact of the single change idea tested and how it is supporting achievement of the overall aim. Due to operational matters and staffing no progress reported since May 22. Plans for future testing involving the green champions being explored.

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

Overall Progress

SO Trend	No. of LOIP Project Aims	No. of Live Project Aims	No. of Aims Achieved	Overall RAG
→	2	2	0	●

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	Lead Partner, Project Manager	Locality Link	Current progress scale	Project Progress RAG	Summary and Reason for RAG
14.2	<u>Increase % of people who cycle as one mode of travel by 2% by 2023.</u>	→	Nestrans, Kelly Wiltshire	N, S & C	6	●	<ul style="list-style-type: none"> Project testing is limited at present as continue to await commencement of further tests re adult Cycle Training and a Bike Recycling Project (likely Oct/Nov for starting). A new campaign on sharing space was held in Summer 2022) being advertised on Radio (Original FM and on Social media) however there are no campaign analytics available to show impact. Project to ensure impact of changes can be provided and to consider timescales for testing and if changes/pace of testing will achieve the aim.
14.1	<u>Increase % of people who walk as one mode of travel by 10% by 2023.</u>	→	Nestrans, Kelly Wiltshire	N & C	6	●	<ul style="list-style-type: none"> Project to show impact of the changes on the overall aim and consider if change(s) and pace will achieve the aim. Now focusing on testing whether park benches are a way to improve walking rates. They are focusing initially on the area around and travelling to/from the Foresterhill Campus, as this was the location raised by the Central Community Connector.

Key Outcomes/Activity

Key Issues/Risks

14.1 - will pace/changes tested achieve the aim?
 14.1 & 14.2 - Pace of testing and reporting of data on the impact of the change ideas tested

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

Overall Progress

SO Trend	No. of LOIP Project Aims	No. of Live Project Aims	No. of Aims Achieved	Overall RAG
	3	3	2	

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	Lead Partner, Project Manager	Locality Link	Current progress scale	Project Progress RAG	Summary and Reason for RAG
15.1	<u>Increase the number of community run green spaces by a minimum of 8 that are organised and self-managed for both people and nature by 2023.</u>	↑	ACC, Steven Shaw	N, S & C	10	★	Aim achieved - Project Ended.
15.2	<u>Increase community food growing in schools, communities and workplaces by 12 2023.</u>	↑	ACC, Steven Shaw	N, S & C	9		Aim achieved - project end report on today's agenda.
15.3	<u>At least 23 organisations across all sectors in Aberdeen pledging to manage at least 10% of their land for nature by 2023 (23BY23) and at least 26% by 2026 (26BY26).</u>		ACC, Steven Shaw	S	6		Project progressing - see key outcomes.










Key Outcomes/Activity

- 15.2 • Aim achieved with 38 new food growing spaces since Feb 22 and project end reporting being drafted. Can you help us exceed the aim by even more by providing/identifying land that could be used as a community garden, for an allotment or to plant trees? if yes, please contact Steven Shaw sshaw@aberdeencity.gov.uk
- The second annual community growing festival, Community Garden Festival 2022, is to be held in August
<https://www.granitecitygoodfood.org/community-garden-festival-2022>
- 15.3 • A draft Aberdeen Climate Pledge has been produced and once finalised will be formally launched later this year. This asks organisations to align with Aberdeen's climate change and natural environment ambitions and sign up to a minimum number of actions. One of the options being to manage at least 26% of their land for nature by 2026. Once finalised this will be issued to all partners and wider organisations within Aberdeen City. If your organisation is able to indicate willingness to pledge, in principle, at this time, and support the launch of the Pledge please contact Emma Young on emyoung@aberdeencity.gov.uk.

Key Issues/Risks

COMMUNITY EMPOWERMENT GROUP

Workstream Status

Ref	Workstream	Lead Organisation, Project Manager	Timescale	Progress RAG	Summary and Reason for RAG
CE.1	Community Empowerment Strategy	ACC, Michelle Cochlan ACC, Margaret Stewart GREC, Dave Black ACVO, Maggie Hepburn	Nov 22		Community Empowerment Strategy in draft following feedback from padlet exercise to engage stakeholders and communities. Consultation phase will take place during October with a view to submitting to CPA Board on 30 November 2022.
CE.2	Community Learning and Development Plan	ACC, Colin Wright	Oct 22		Proposals for CLD reporting arrangements to the CEG approved at the meeting in August. The first Annual Report against the CLD Plan will be submitted to the CEG in October 2022.
CE.3	City Voice	ACC, Anne McAteer	Apr 23		Implementation of improvement actions following the review of City Voice are on track. First survey scheduled to be undertaken this year.
CE.4	Community Stories	ACC, Martin Wyllie ACVO, TBC	Ongoing		In addition to case studies and videos, a new podcast is being developed.
CE.5	Locality Empowerment Groups/ Priority Neighbourhood Partnerships	ACHSCP, Stuart Lamberton ACC, Paul Tytler	Ongoing		This area has been flagged as a risk due to resource issues in relation to the integrated locality planning team which is having an impact on engagement with communities. A meeting is taking place in September to explore how issues can be resolved.
CE.6	Participation and Asset Transfer Requests	Civic Forum, Jonathan Smith	Ongoing		Collaborating with SCDC to encourage a consistent approach to outcome improvement process across Scotland whether through a formal participation request or proactive involvement of communities in improvement projects.
CE.7	Aberdeen Responsible Business	ACC, Michelle Cochlan ACVO, Maggie Hepburn	Jan 23		See improvement project 3.1 for overview of progress. Awaiting update from ACVO on whether proposals to join up with ACVO affiliates scheme will go ahead. Aberdeen Responsible Business Event taking place in November.
CE.8	Community funding/ participatory budgeting	ACVO, Maggie Hepburn ACC, Susan Thoms	TBC		The scope of this workstream will be confirmed within the new Community Empowerment Strategy. The Council is currently progressing a PB toolkit which has potential to be developed for a CPP wide audience.
CE.9	Community Empowerment Network	ACC, Michelle Cochlan ACVO, Maggie Hepburn	Ongoing		The third Community Empowerment Network taking place on 28 July 2022 via zoom.

Key Outcomes/Activity

The refresh of the City Voice panel is complete. Targeted recruitment will follow to address any under represented communities and adhoc additions to the panel will continue to maintain a representative panel. The revised Community Empowerment is now in draft and consultation will take place during October and November. A third Community Empowerment Network event was held in August 2022.

Key Issues/Risks

Locality Planning community engagement is being highlighted as a risk due to resource issues impacting on the Priority Neighbourhood Partnerships and Locality Empowerment Groups. A meeting is due to take place on 27 September 2022 to identify mitigation actions. The increase in the cost of living is also a risk which may impact on the capacity of communities to engage in their community.

Improvement Project Key

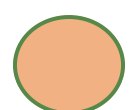
Overall Rag Key



On track



Off Track



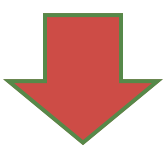
At Risk

Project Ended

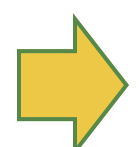
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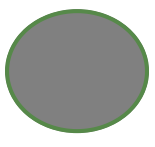
Improving



Declining



Steady



Baseline data only



No data

Project Progress Scale

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

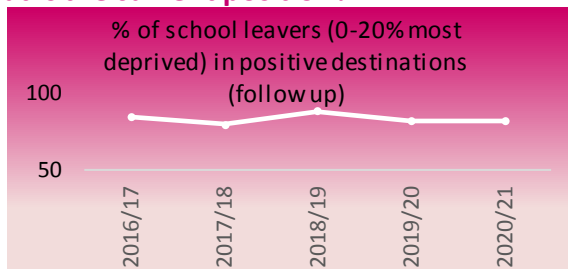


Identifying Risks to Learning: A Spotlight on Upstream

What are we trying to achieve?

We are aiming to increase the number of vulnerable learners entering a positive and sustained destination by 7% by 2023.

What is the current position?



What are we testing?

Through our multi agency project we are testing a number of improvements, our latest being Upstream, which helps identify risks to student's 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.

Why are we testing this?

Many events can occur that increase a pupil's vulnerability to not achieving their full academic potential. Upstream helps identify issues earlier and provide every young person with a voice to highlight where they are struggling. The survey allows each young person to score their level of risk around 4 key areas - resilience, engagement with education, mental wellbeing and housing. This information enables support services to come around that young person.

Upstream is a survey tool for young people, that raises alarm bells based on answers and brings support services around that young person.



Upstream Survey Tool



Alarm Bells Ringing



Appropriate Support Given

Where did we test?

Testing was undertaken with NEScol's Altens campus. This site was chosen as students tend to be younger, term time leavers plus there was a significantly low take up of support here.

What outcomes have initial testing achieved?

- The Upstream survey was delivered twice. In the first survey **148 students** took part in the survey, in the second survey **95 students** took part. These were taken in Dec 21 and April 22 respectively. **53 students** were part of both surveys.
- In both surveys, low wellbeing was the main reason for students' requiring support. **100%** of students in the first survey were identified as having immediate unmet wellbeing needs or wellbeing needs that would benefit from early intervention. In the second survey this was **87%**.
- 90%** of students identified as requiring support were previously unknown to support services. Referrals for support have increased by **145%**.
- Comparing the group who sat both survey, **17%** had a reduced risk of youth homelessness, **17%** had a reduced risk of disengagement from education and **9.4%** had reduced risk of low mental wellbeing.
- 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

What have we learnt and changes we've made?

- Aligning data systems to record students' destination needed at outset - will be built into future tests
- Students engaged better when they received a phone call rather than a MS Teams message. Support services will use phone calls to reach out to students going forward.
- Lecturers don't always know support is available to students. Support services will use QR codes for them to share with students to scan and be taken to the website where all support options are visible.

What impact have we had?

'If we know who is at risk, we can act.' NEScol staff

Student A had moved to the area to attend college and was feeling very isolated. Following the survey, they were offered weekly wellbeing appointments, support to sign up to a GP and referred to counselling. The student is now feeling more motivated to attend class and is meeting with peers.

Student B was struggling with low self-esteem. After the survey, it was identified the student had dyslexia and would benefit from alternative assessment arrangements and study skills appointments. The student passed their subsequent assessments, and their lecturer noticed the student being more confident in class with theory work.

Where will we test next?

- 2 secondary schools. Some of the difficulties students were experiencing could have been resolved earlier if they had been identified during their time at school.
- NEScol are re-running Upstream during the induction phase next time to reach students earlier and new data system to ensure destination captured.

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10.6 Supporting Victims of Domestic Abuse: A Spotlight on Improving Access to and Uptake of Support



What are we trying to achieve?

We are aiming to increase by 15% the victims of domestic abuse receiving support by 2022

What are we testing?

Through our multi agency project we are testing several improvements, our latest being:

- Online information sessions as a method of increasing young people's awareness of local support services.
- Domestic abuse sessions, led by Champions, with staff within youth justice and children and young people residential staff to increase knowledge of experience of domestic abuse and where to go and how to refer YP to support.



- A domestic abuse champions model and recruitment of volunteers to increase confidence in referring young people to support.

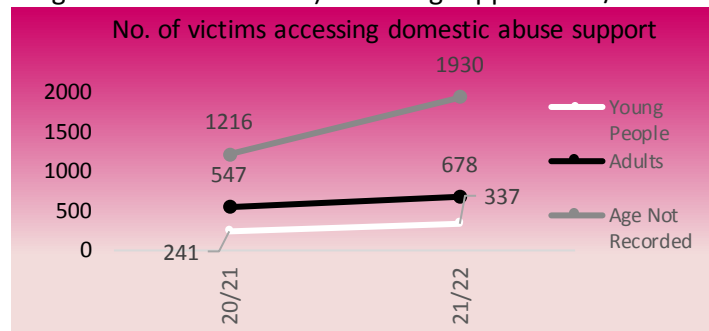


- In-depth domestic abuse training with staff from substance misuse services re offering to allow staff to recognise the signs and to know how and where to refer service users on to support.



What outcomes have we achieved?

- **Aim achieved with a 47% increase** in the number of victims of domestic abuse receiving support in 21/22.
- **40%** in the number of young people accessing domestic abuse support **and 24%** increase of adults (25+ where age has been recorded) accessing support in 21/22.



- An **average of 68%** students at the end of the info sessions reported an increased awareness of local support services. Since the sessions started, we've seen an increase in the number of young people accessing domestic abuse support with a high of **37** in April 2022.
- **18 Domestic Abuse Champions** established and have completed in-depth domestic abuse training.
- **38** substance misuse staff signed up to training in Sept and Oct 22.
- **100%** of substance misuse staff surveyed advising that they will change their work practice following the training.



What impact have we had?

"Only today have I really noticed I've been through abuse myself. It's so normalised for me to go through some things that were classed as abuse in previous relationships, that I didn't think twice about. I suppose I've opened my eyes" *Young Person, aged 16*

"I feel more confident around signposting and advising clients' around domestic abuse. I also am more aware of what to look out for in terms of pattern of behaviour." *Substance Misuse Worker*

What have we learnt from testing?

- **Targeted awareness raising** can be effective when the messaging is designed for the audience.
- **Many victims of domestic abuse** don't recognise that what they are experiencing is abuse so further targeted awareness raising is needed.

Where will we test next:

- **Training** will continue to be rolled out across frontline services such as housing and libraries staff as well as all our Mental Health First Aiders.
- **Domestic abuse champions** will focus and target other under-represented groups such as older people.

Project Manager: Lucy Simpson, Aberdeen City Council

For more information on our project visit: <https://communityplanningaberdeen.org.uk/stretch-outcome-10/>



Community Planning
Aberdeen

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Making Aberdeen a Living Wage City

The Action Plan

November 2022

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Community Planning
Aberdeen



ABERDEEN: A LIVING WAGE CITY

INTRODUCTION

This is the 3-year action plan to support Aberdeen’s commitment to become a Living Wage City. The vision set out in the refreshed Local Outcome Improvement Plan (LOIP) published in 2019 is that Aberdeen will be ‘a place where all people can prosper’ by 2026 – meaning that we want everyone in the city to have the same opportunities, regardless of their background or circumstances.

One of the LOIP outcomes is for 90% of working people to be in Living Wage employment by 2026, and to enable that, establishing a project aim to “Increase employer sign up to the Real Living Wage by 2021 and year on year to achieve Real Living Wage City Status by 2026”.

A project led by the Aberdeen Prospers outcome improvement group of Community Planning Aberdeen to increase uptake of the Real Living Wage in the City has tested change ideas relating to promotion of the Wage, communication with accredited employers, and procurement approaches, amongst others, with the aim of developing this application for Aberdeen to be recognised as a Living Wage Place.

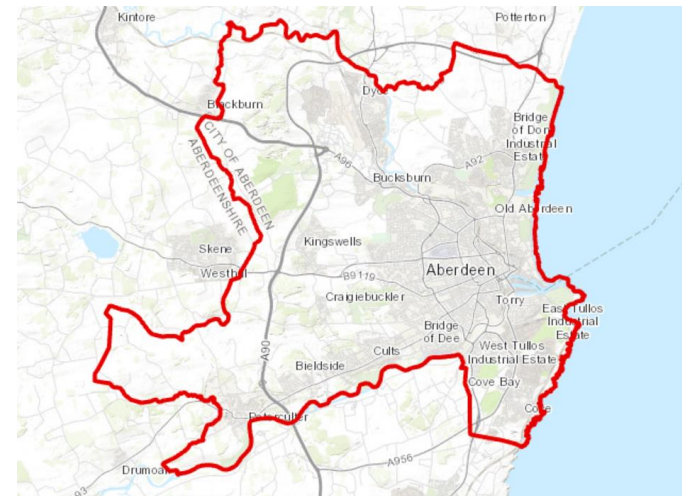
The Community Planning Aberdeen Values Simulator exercise in 2021 placed real Living Wage as 4th highest project (out of 26), demonstrating the value the general population place on fair work. Comments gathered in the exercise included establishing the living wage in the city, improving incomes, incentivising accreditation and offering support to employers.

APPLICANT

The application for Aberdeen City to be recognised as a Living Wage Place is made on behalf of Community Planning Aberdeen, the local partnership of public, private and third sector organisations and communities all working together to improve people’s lives across Aberdeen City.

THE PLACE

The geography of the Living Wage Place will be the administrative boundary of Aberdeen City Council as shown in the map opposite. Whilst the focus and measurement will be employers within Aberdeen City, it must be recognised that the city operates within a wider regional economic geography with a sizeable travel to work area with flows both in and out of the city to Aberdeenshire, and as such a priority will be to work closely with regional partners to build the real Living Wage movement across the north east of Scotland.



THE REAL LIVING WAGE AND THE MAKING LIVING WAGE PLACES SCHEME

The real Living Wage is an independently calculated rate based on the cost of living and is paid voluntarily by employers. The rate is currently £10.90 (£11.95 in London) and is calculated annually by The Resolution Foundation on an analysis of the wage that employees (18+) need to earn in order to afford the basket of goods required for a decent standard of living. This basket of goods includes housing, childcare, transport, and heating costs.

The real Living Wage is different to the UK government's National Living Wage which is not calculated according to what employees need to live on. The real Living Wage & government minimum wage rates are shown opposite:

Real Living Wage (UK)	National Living Wage	National Minimum Wage			
		21 - 22	18 - 20	Under 18	Apprentices
18+	23+				
£10.90	£9.50	£9.18	£6.83	£4.81	£4.81

Living Wage Scotland was launched in April 2014 with the aim of increasing the number of employers in Scotland who are recognised for paying their staff the real Living Wage. Established by the Poverty Alliance, Living Wage Scotland works in partnership with the Living Wage Foundation and is funded by the Scottish Government. Businesses who commit to paying the real Living Wage to all their staff and have a plan to pay the wage to all contactors can become an accredited Living Wage employer as part of the scheme administered by Living Wage Scotland.

The Living Wage Places project puts the real Living Wage at the heart of local debates around more inclusive economies. The model celebrates local employer Action Groups for achieving recognition for a commitment to Making a Living Wage Place.

It provides an opportunity for employers from the public, private and third sector to work collaboratively to address in-work poverty to re-build identity and prosperity within their local communities.



POPULATION, EMPLOYMENT & KEY STATISTICS OVERVIEW

- Population of Aberdeen City: 227,430 (2021)
 - 4.2% of the Scottish population
 - 8th largest Local Authority population in Scotland
- City made up of 37 neighbourhoods:
 - 13 of which are recognised as deprived based on SIMD data
 - 29 of 283 SIMD data zones – 10.2% - are in the 20% most deprived in Scotland
- 154,229 people (2021) of the population are of working age (ACC)
 - 80.3% of the working age population in Aberdeen are economically active (ACC)
 - Employment rate – 118,500 - 76.9% (ACC)
 - A higher proportion of males (82.5%) than females (77.7%) were economically active.
- Unemployment rate (16+) – 4.1% (2021) vs 3.9% in Scotland (ACC)
- Gross Weekly Pay (by residence) for Full-Time workers in Aberdeen is £587.40, compared to the Scottish average of £622.00 (NOMIS 2021)
 - Male Full-Time Workers average £598.30 resident in Aberdeen vs £650.40 Scottish average; Female Full-Time workers resident in Aberdeen average £574.90 vs £577.30 Scottish average

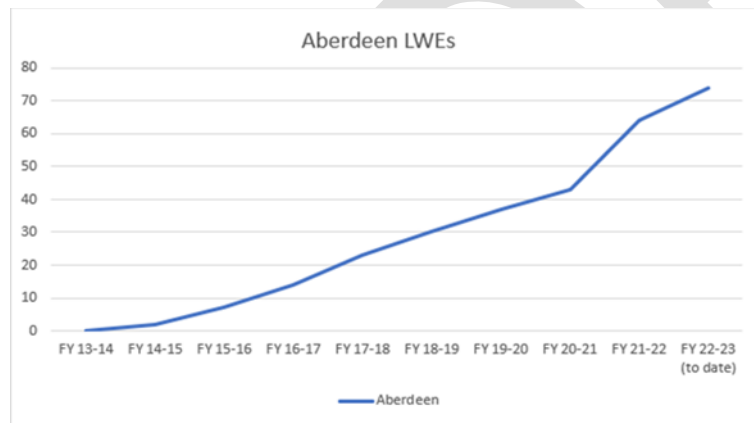
- Employees earning less than the Real Living Wage increased to 13.4% during 2021, from 11.9% in 2020 (ASHE)
- Estimated 21.8% of children in City are living in poverty – around 5,500 children. (PNA 2021)
- Aberdeen City Council estimate that in 2021, Aberdeen had 11,860 people that were in in-work poverty.
- Although Aberdeen remains a relatively affluent city, there remain areas of deprivation – part of Woodside entered the most deprived 5% datazone - 10.2% of SIMD data zones are in most 20% deprived areas of Scotland – increase of 8% from 2016. Overall SIMD ranking of deprivation (all domains) show Aberdeen's position has worsened from 2016 – number of data zones in 20% most deprived has increased from 22 to 29 – the number in to 20-40% quintile has increased from 57 to 65. The proportion of data zones in the 40% most deprived areas of Scotland has increased from 28% to 33.2%
- Large wage disparities - Annual sectoral income average varies from approx. £86,000 to just over £12,000. (ACC)
- Over 54% of Job openings in coming years are expected to be created in the Accommodation & Food Services sector, Admin & Support Services, Health & Social Work, and Wholesale & Retail (SDS)

WHERE WE ARE NOW

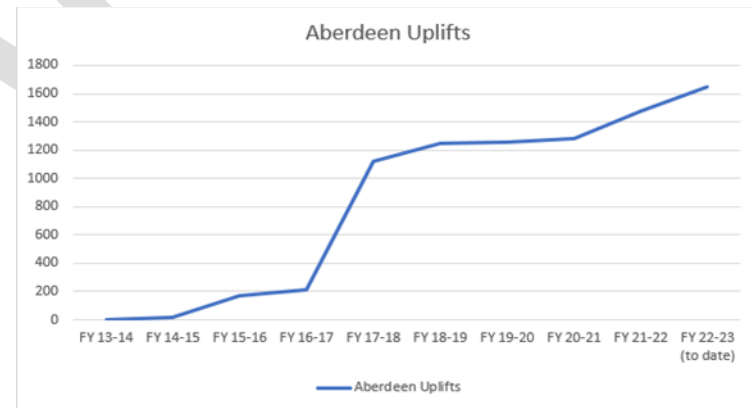
- 75 accredited real Living Wage employers headquartered in Aberdeen City (as at October 2022)
- 42,716 employed by those accredited employers
- 88% of those workers employed by the 6 largest accredited employers
- 1,651 workers have been uplifted on to real Living Wage by Aberdeen headquartered accredited employers
- 59% of the accredited real Living Wage employers in Aberdeen City each employ less than 50 staff.
- 36% of those currently employed in the city are covered by a real Living Wage commitment

A working group aligned to the Aberdeen Prospers Outcome Improvement Group of Community Planning Aberdeen has been developing and testing change ideas to further the aim of increasing employer sign up to the real Living Wage and develop this action plan to achieve Living Wage City status.

At the time of publication, 75 businesses headquartered in Aberdeen were accredited real Living Wage employers (LWEs). When the ambition for the real Living Wage was set out in the refreshed LOIP in 2019, there were 38 accredited employers - we have seen a 94% increase in that number since then, as shown in the graph below, with the biggest increase during 2020-21 when 21 employers accredited.



As a result, we have also seen an increase of 28% in the number of employees wages uplifted to the real Living Wage since 2019, as shown below. The biggest increase came in 2016-17 when Aberdeen City Council became an accredited employer, and we have seen a marked upward trend since 2020-21.



With an increased focus on the real Living Wage as a result of this action plan, we will be looking to continue the upward trend in both accreditations and uplifts across a range of sectors, and our targets for both are set out in the “Measuring success” section of the plan.

ECONOMIC & STRATEGIC CONTEXT

- **Historically a prosperous economy, but not everyone has benefitted**
- **Increasing deprivation across the city – approximately 1 in 5 children living in poverty**
- **High wage sectors sit alongside traditionally low paid that employ significant numbers of people**
- **Income deprivation prevalent across areas of the city**
- **Economy in transition – but this brings opportunity for increased Fair Work**
- **Cost of living putting increased pressures on household incomes, and employers dealing with rising costs**

The economy of Aberdeen has undoubtedly benefited from its role as the oil and gas capital of Europe since the 1970s. The economy has performed strongly over that time and some have prospered from high wages, driven by a sector that, in the main, has been buoyant over the decades. This has led to perceptions, both internally and externally, that “the streets are paved with gold”. However, the truth is quite far removed from that perception, with large amounts of the population having never benefitted directly from the wider prosperity but impacted by a high cost of living driven over the years by a relatively small proportion of high earners. There are pockets of deprivation in Aberdeen that are not always recognised – particularly in the north and south of the city where many datazones are within the 20% most deprived in Scotland as shown in red/orange in the map opposite.



(Source: SIMD)

The Aberdeen Population Needs Assessment published in 2021 states 5,500 children (0-15 years) in Aberdeen City were living in poverty (below 60% median income after housing costs). This is equivalent to 21.5% of children and an increase from 19.2% in 2014/15.

Although Aberdeen is seen as a relatively affluent city, there are growing areas of deprivation – part of Woodside entered the most deprived 5% datazone - 10.2% of SIMD data zones are in most 20% deprived areas of Scotland – increase of 8% from 2016. Overall SIMD ranking of deprivation (all domains) show

Aberdeen’s position has worsened from 2016 – number of data zones in 20% most deprived has increased from 22 to 29 – the number in to 20-40% quintile has increased from 57 to 65. The proportion of data zones in the 40% most deprived areas of Scotland has increased from 28% to 33.2%.

Aberdeen also has a very unequal pay structure – with stark differences between the highest and lowest earners. Annual income varies greatly by sector and neighbourhood - with over 13% of adults who work in the city earning less than the Living Wage (source ASHE 2021).

Table 1 below shows the variation between salaries per head by broad industry sector in Aberdeen City between 2008-20 - with the highest wages in the primary industries (Over £80,000 per head) and the lowest (approx. £10,000) in Accommodation & Food Services. Several sectors are historically low paid - well below a real Living Wage – but employ significant numbers within the city as highlighted in Table 2 – engagement with these sectors will be a priority for the Action Group.

Table 1: Average incomes per sector

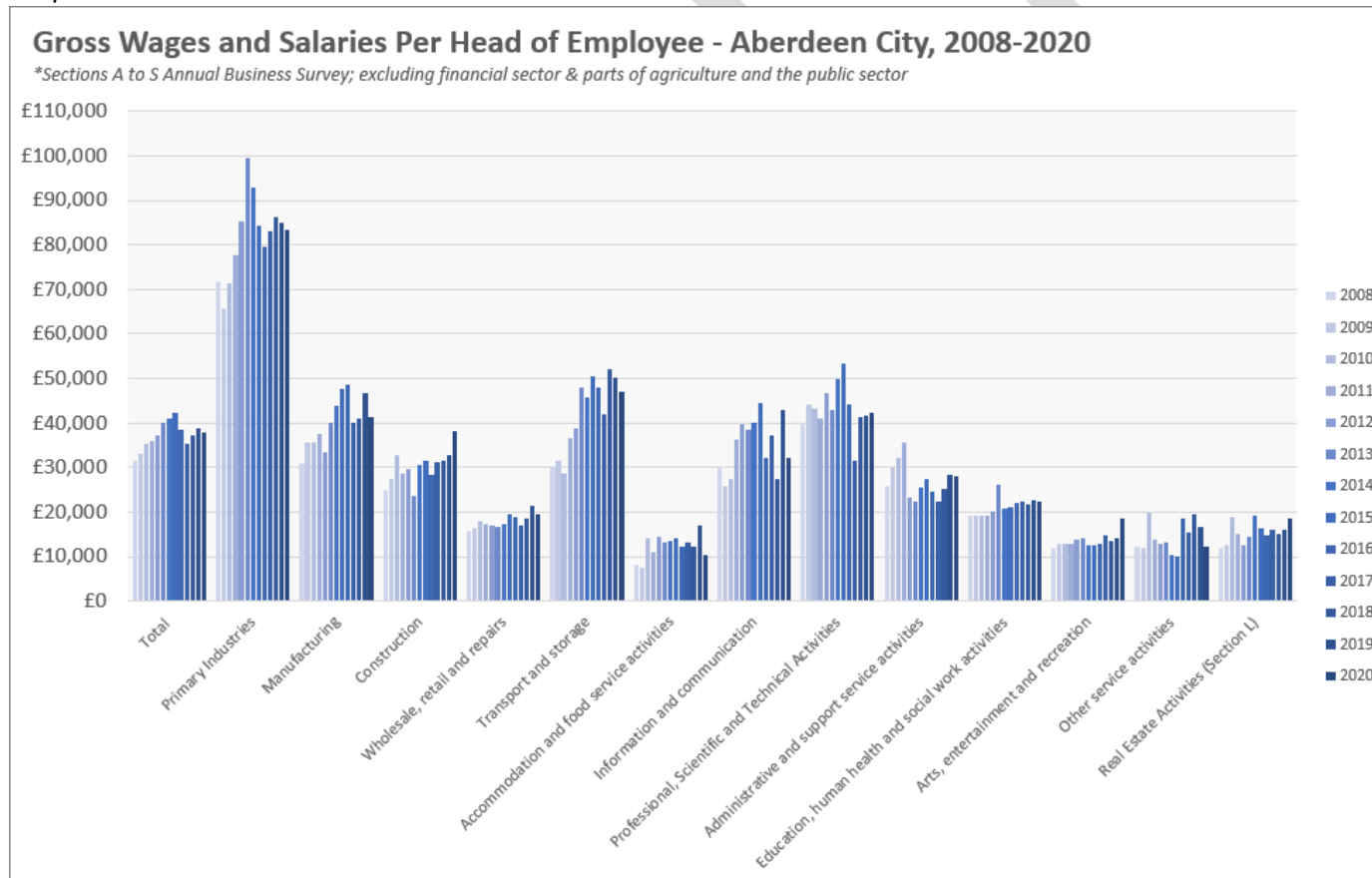
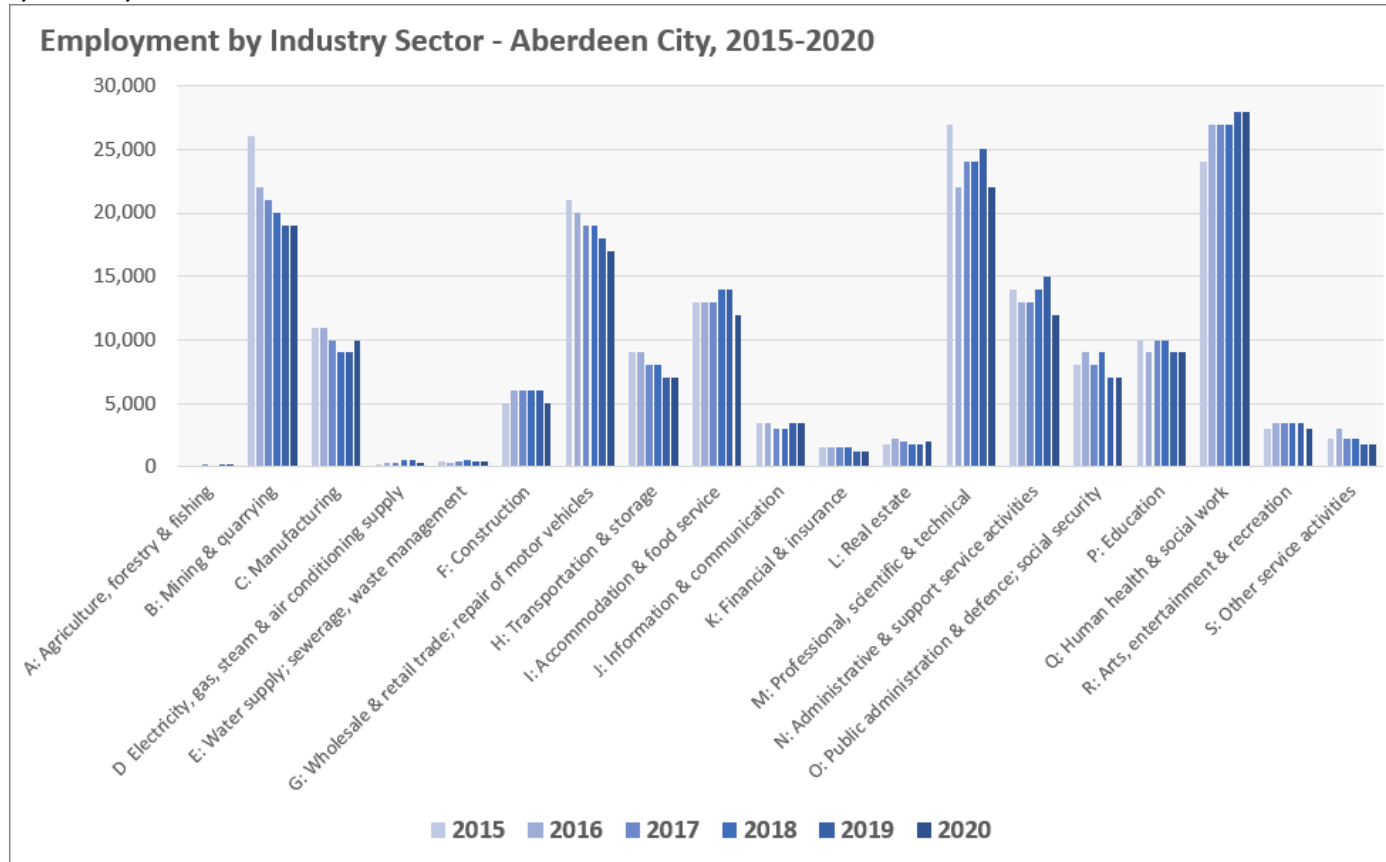


Table 2: Employment by industry sector



Income deprivation is problematic across parts of the city. Data from SIMD shows datazones in Seaton (33.9%), Woodside (36.9%) and Torry (41.3%) where over a third of the working age population in those communities are income deprived. The employment deprived figures in all these datazones are less than the income deprived - indicating low paid jobs. Aberdeen City Council estimate that in 2021, 11,860 people were in in-work poverty across the city (those who earn less than 60% of the median annual wage in Aberdeen City) – equating to nearly 10% of economically active people.

The current cost of living crisis is impacting on everyone, with many households facing the prospect of fuel poverty over the coming winters. The Resolution Foundation Living Standards Outlook (September 2022) says typical household disposable incomes are on course to fall by 10%, or £3,000 over 2022-23, and the number of people living in absolute poverty across the UK was set to rise by three million to 14 million people in 2023-24, including 30 per cent of children. The

report also states that relative child poverty is projected to reach its highest level since the peaks of the 1990s. With stark figures such as these, it will be vital to engage with those delivering wider anti-poverty strategies and work in the city.

However, we also have to be aware of the issues facing employers – from the continued recovery from Covid to inflationary pressures and the resulting increase in costs. It is an uncertain and challenging time for employers and understanding the pressures they are facing is essential to the success of this action plan. For example, many businesses have not seen a recovery in terms of customer numbers from pre-covid, but they have still seen their costs rise substantially. A key action will be ensuring regular engagement with employers across all sectors to understand the issues they face, ensuring sustainability but supporting ambitions to reward staff.

With the north east of Scotland economy in transition, this provides the opportunity to ensure that future prosperity is shared more broadly through fair work and the creation of well-paid jobs that benefit people in all sectors across all parts of the city – ensuring work is a route out of poverty. The new Regional Economic Strategy seeks to address poverty in the region within its theme of community and cultural identity - and has set an objective of being a Living Wage region in due course

Aberdeen is at the forefront of the energy transition and the journey to net zero, utilising the skills that have been developed over the past 50 years – not only to diversify the energy sector, but also our other sectors. Ensuring a just transition will allow us to create wider opportunities for all from new, green jobs, but also those that support the wider economy and existing industries, plus those that protect the most vulnerable in society and deliver vital services. Sectors such as tourism, hospitality, health & social care will all play a key role in the future of our economy.

The Aberdeen City Region economy has always had to be resilient to external shocks and embrace new opportunities. The ability to change and evolve, demonstrated over many decades, is even more important today as the energy sector leads the transition to net zero and we diversify our economy to grow established and emerging sectors, including digital, food and drink, life sciences and tourism – with fair work principles embedded.

Whilst this action plan relates to Aberdeen City, we recognise the close regional partnership working embodied within the north east, highlighted by the Regional Economic Strategy, and there is a wide travel to work area across the region – with travel flows both ways in and out of the City and Aberdeenshire. With partners across the region supporting the Real Living Wage it is appropriate to carry out at an element of cross-boundary work, whilst looking towards a wider north-east approach in future versions of this plan.

ACTION GROUP AND PLAN

The Action Plan will need to be flexible to ensure its resilience, however initial actions and outcomes have been agreed. The broad action plan outcomes for each year are as follows, with the detailed plan set out below:

- Year 1 - Increase awareness of the real Living Wage and the ambitions for the city amongst employers and the general public, continue to increase the number of employers paying the real Living Wage and beginning their accreditation journey,
- Year 2 – Continue to increase the number of accredited employers in the city
- Year 3 – Make progress towards developing a regional approach to promoting the real Living Wage

The broad targets over these years will be to:

- Seek to increase the number of accredited employers in Aberdeen City by at least 20 per year
- Ensure at least an additional 600 employees benefit from an immediate pay uplift as a result of accreditation
- Prioritise engagement with sectors identified by the Action Group as experiencing low pay challenges
- Work with partner organisations to broaden the geographical scope of the Place to include Aberdeenshire in a future version of this plan, aligning with the ambitions of the Regional Economic Strategy

The Action Plan will be treated as a live document to take account of any changing economic or social issues, etc, that could affect delivery of our ambitions. It will be taken forward by the Aberdeen Living Wage City Action Group and wider partners in the Living Wage movement. At the time of drafting, the group comprised the members below, but will seek to include additional representation from employers of varying size from key target sectors, with Chairing responsibilities to be decided amongst the members.

ABERDEEN REAL LIVING WAGE ACTION GROUP (TBC)		
Name	Organisation	Accreditation Status
TBC	Aberdeen City Council	Accredited
Stuart Calderwood	Aberdeen City Council	Accredited
Cllr Christian Allard	Aberdeen City Council Spokesperson	Accredited
Claire Shaw	Aberdeen Council of Voluntary Organisations	Accredited
Christine McCaig	Living Wage Scotland	Accredited
Jennifer Yeomans/Julie Phillips (tbc)	NHS Grampian	Accredited
Martin Barry	Scottish Enterprise	Accredited
Rose Ross	Station House Media Unit	Accredited
TBC	Private/3 rd sector	
TBC	Private/3 rd sector	
TBC	Private/3 rd sector	
TBC	Academia – UoA/NESCol	Accredited

Aberdeen Living Wage City Action Plan 2023-26					
Theme 1 – Leadership					
	Action	Lead Partner/Group	Year 1	Year 2	Year 3
1.1	Launch Making Aberdeen a Living Wage City	Aberdeen LW City Action Group	<input type="checkbox"/>		
1.2	Identify business ambassadors/champions to provide leadership and influence for the Real Living Wage movement across the business community	Aberdeen LW City Action Group	<input type="checkbox"/>		
1.3	Agree actions for individual LW Action Group members to lead and deliver	Aberdeen LW City Action Group	<input type="checkbox"/>		
1.4	Recruit private and third sector accredited employers onto Action Group	Aberdeen LW City Action Group	<input type="checkbox"/>		
1.5	Develop approach to encourage further accreditation through supply chains	Aberdeen LW City Action Group	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.6	Engage with non-accredited high-profile, anchor organisations in Aberdeen as identified by the Action Group, establishing a timescale for meeting	Aberdeen LW City Action Group	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.7	Encourage any Aberdeenshire-based employers in their endeavours to become accredited and encourage a culture of regional collaboration – taking account of wide travel to work area and travel flows to and from the city.	Aberdeen LW City Action Group	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.8	Support public organisations to develop plans to become Living Wage accredited	Aberdeen LW City Action Group	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.9	Report annually on progress to Community Planning Aberdeen	Aberdeen LW City Action Group	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Theme 2 – Learn & Improve					
2.1	Engage with relevant low-pay sectors to gain insight to opportunities and challenges	Aberdeen LW City Action Group	<input type="checkbox"/>		
2.2	Undertake research both on low pay sectors within the city, and gaining an understanding of underrepresented groups facing barriers to Fair Work	Aberdeen LW City Action Group	<input type="checkbox"/>		
2.3	Work with the Community Planning Aberdeen Responsible Business Network to promote the Real Living Wage and encourage accreditation within it	Aberdeen LW City Action Group/Community Planning Aberdeen	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.4	Work with the Supplier Development Programme to promote the Real Living Wage	Aberdeen LW City Action Group/Aberdeen City Council	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.5	Engage with other Living Wage Places to share and identify best practice	Aberdeen LW City Action Group	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2.6	Gather relevant data to promote benefits of accreditation	Aberdeen LW City Action Group	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.7	Investigate the viability of an accreditation fee support scheme for small employers	Aberdeen LW City Action Group/Aberdeen City Council		<input type="checkbox"/>	
2.8	Establish a clear approach to improve accredited employer retention rates in the city	Aberdeen LW City Action Group	<input type="checkbox"/>		
Theme 3 - Celebrate & Promote					
3.1	Develop a communications plan to raise awareness and understanding of the real Living Wage and the Action Plan for Aberdeen	Aberdeen LW City Action Group	<input type="checkbox"/>		
3.2	Hold an annual Living Wage Week event	Aberdeen LW City Action Group	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.3	Develop and publish case studies of locally accredited employers and their employees	Aberdeen LW City Action Group/Living Wage Scotland	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.4	Hold sector-based events and round-table discussions	Aberdeen LW City Action Group	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.5	Seek opportunities to promote the real Living Wage at events and strategic meetings	Aberdeen LW City Action Group	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.6	Publish articles in business organisation/trade association membership publications	Aberdeen LW City Action Group	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.7	Work with Station House Media Unit to promote real Living Wage through their platforms, particularly in community newsletters, and provide a basis to support their work	Aberdeen LW City Action Group/Station House Media Unit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.8	Through our Comms plan, develop collateral and ideas to raise the visual awareness of the real Living Wage	Aberdeen LW City Action Group	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.9	Assist with local applications for national Living Wage awards	Aberdeen LW City Action Group	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.10	Establish a local networking group of accredited and interested employers to encourage dialogue, invite interested parties and improve retention	Aberdeen LW City Action Group	<input type="checkbox"/>		
Theme 4 – Going Further					
4.1	Embed and encourage uptake of Living Hours accreditation and seek the potential for establishing Living Wage Buildings and Zones in the city.	Aberdeen LW City Action Group	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

MEASURING AND CELEBRATING SUCCESS

Total number of registered enterprises in Scotland	178,670 (2021)
Total number of registered enterprises in Aberdeen City	9,210 (2021)
Aberdeen City businesses as proportion of all Scottish businesses	5.2%
Total number of accredited rLW employers in Scotland	2,800
Total number of accredited rLW employers in Aberdeen City	75
Accredited LW employers in Aberdeen City as proportion of Scotland	2.5%

The current retention rate for Living Wage accredited employers in Aberdeen City is 88.8% for 2021/22 – the national retention rate is 94.9% for the same period. Given that publicity and awareness of the real Living Wage will increase in the city, and with the creation of a networking group to encourage dialogue and peer support, it is hoped that these measures will bring the retention rate up to and above the national level.

An annual report will be provided to the Community Planning Aberdeen Board on the anniversary of the launch of this plan. Regular updates will be provided to the Aberdeen Prospers outcome improvement group of Community Planning Aberdeen.

Core Targets	Baseline	Year 1 Target	Year 2 Target	Year 3 Target	Cumulative Target
	November 2022	November 2023	November 2024	November 2025	
Accredited real Living Wage employers	75	20	20	20	135
<i>% increase</i>					81%
People receiving an uplift	1,651	200	200	200	2,251
<i>% increase</i>					36%
Employees covered by accredited real Living Wage employers	42,370	1,700	1,700	1,700	47,470
<i>% increase</i>					12%
Proportion of residents earning above real Living Wage	86.6%				90%+

COMMUNICATIONS STRATEGY

To be drafted

For more information, please visit www.communityplanningaberdeen.co.uk or email....

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Community Planning Aberdeen

Progress Report	Project End Report: We are aiming to increase the uptake of unclaimed benefits across Aberdeen City by 10% to support people claim the benefits they're entitled to.
Lead Officer	Derek McGowan
Report Author	Angela Kazmierczak
Date of Report	22 September 2022
Governance Group	CPA Management Group – 26 October 2022

Purpose of the Report
This report presents the results of the LOIP Improvement Project Aim to increase the uptake of unclaimed benefits across Aberdeen City by 10% to support people claim the benefits they're entitled to and seeks approval to end project has the aim has been achieved.

Summary of Key Information
<p>1. BACKGROUND</p> <p>1.1 A new stretch outcome was introduced into the LOIP 'No one will suffer due to poverty by 2026' to communicate the Partnership's commitment to reduce inequalities in the city and 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.</p> <p>1.2 The pandemic has pushed many people into poverty partly due to reduced income. This has not been evenly spread, with certain groups more likely to experience these negative effects, most often those who were already lowest paid and closest to poverty.</p> <p>1.3 Figures from the Scottish Household Survey showed an already high level of financial insecurity in Aberdeen City with 11.1% in 2019 reporting that they "Don't manage very well and have some financial difficulties" or "Are in deep financial trouble". This is compared to 8.8% in Scotland and an increase from 9% in 2018.</p> <p>1.4 Ensuring that household income is maximised through the uptake of unclaimed benefits is a key aspect to supporting households to come out of poverty and improve their financial security. There continues to be barriers which can mean people do not claim benefits they are entitled to. These include the stigma of claiming, people being unaware of what they are entitled to, onerous</p>

applications processes, and those living in rural Scotland facing geographical barriers. This project sought to implement changes to mitigate these barriers.

2. IMPROVEMENT PROJECT AIM

- 2.1 Against this background, on 20 April 2022 the CPA Board approved the [project charter](#) for the initiation of an improvement project which aimed to increase the uptake of unclaimed benefits across Aberdeen City by 10% to support people claim the benefits they're entitled to.
- 2.2 Ensuring that household income is maximised through the uptake of unclaimed benefits is a key aspect to supporting households to come out of poverty and improve their financial security. There continues to be barriers which can mean people do not claim the benefits they are entitled to. These include the stigma of claiming, people being unaware of what they are entitled to, onerous applications processes, and those living in rural Scotland facing geographical barriers.
- 2.3 There is a lack of accurate data on estimating eligibility and take-up, meaning the full extent of the problem is not known. The Government figures released in February 2020 based on DWP/HMRC data from 2017/2018 show an estimated £16 billion of benefits go unclaimed in the UK.

3. WHAT CHANGES DID WE MAKE?

- 3.1 Several changes were tested throughout the project and are listed below.

1. Online benefit calculator

An online benefit calculator was purchased to enable individuals to identify the benefits they are entitled to, through a 24/7 accessible digital tool. The online calculator aimed to:

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

However, having the tool, was only part of the answer, people need to be aware of it and actively using it for it to increase the uptake. The tool was highlighted through working with communities, newsletters, and social media campaigns to increase awareness of the tool.

2. Families Benefit Booklet

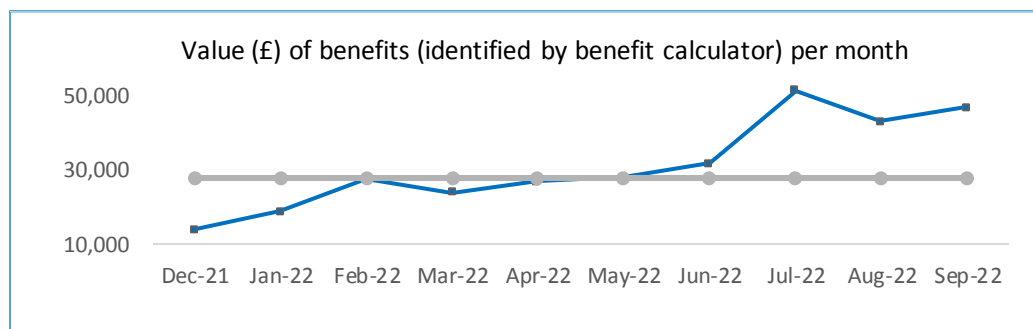
A booklet was created pulling together all benefits available for families to increase uptake in child aged benefits. The booklet targeted families and provided guidance on how to claim. This was sent out via Educations Group call messaging system along with promoting this via each School's social media pages and added to the Councils Website.

3. Targeted benefit take-up campaign

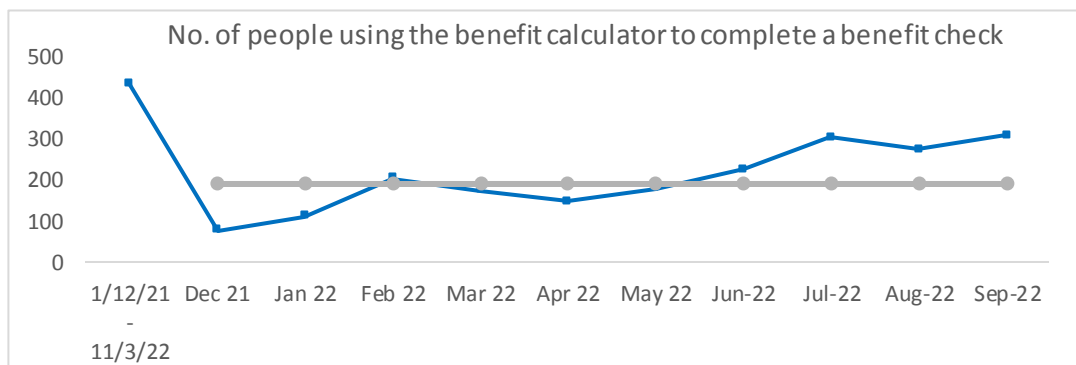
Identifying existing data from ACC sources that could be used to support identify people eligible for certain benefits to enable direct communication/auto award to be undertaken to test if this increased uptake. For testing, project used existing data from Housing Benefit/Council Tax Reduction data, to manually check those that would have an entitlement to Pension Credits. All households identified were then contacted by the Financial Inclusion Team.

4 HAVE OUR CHANGES RESULTED IN IMPROVEMENT?

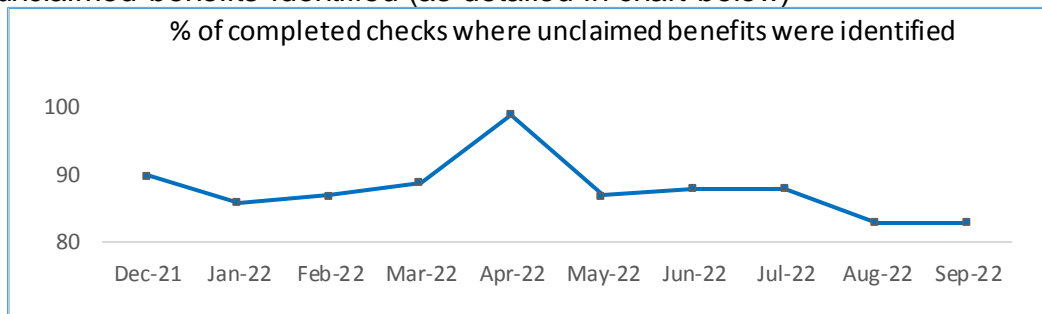
- 4.1 The project has surpassed its aim of a 10% increase with an 81% increase in uptake of unclaimed benefits on average per week between 12 March 2022 to 30 Sept 2022 compared with 1 Dec 2021 to 11 March 2022 through the online benefit calculator. This data shows improvement which has been sustained over time.



- 4.2 The chart below details the number of people completing the calculator per month. Showing that since 1 Dec 2021, 2,000 people have completed the benefit calculator, with 1,901 people having unclaimed benefits identified, to a total value of £282,452.53 p/w as of end of September 2022.



4.3 On average 88% of people completing the calculator since Dec 2021 have had unclaimed benefits identified (as detailed in chart below)



Targeted Benefit Campaign Using Data to Identify Eligible Households

4.4 Using Housing Benefit/Council Tax Reduction data from 10 February 2022, we identified 410 household who qualified for Pension Credits, who should be entitled to £172,218.42 weekly/ £895,357.84 annually. All have been contacted directly by letter. People contacted have feedback that without the contact they wouldn't have been aware of entitlement and wouldn't have made the claim. This system is now built in with eligible households now contacted as business as usual.

4.5 When doing targeted benefit take up campaigns, we initially called households, however many would not engage as concerned that it was a scam. From this learning, the team adapted the test and now write to the household first instead of calling them to prevent any concerns about being a scam. This letter provides the household with the information on how to claim the benefit they're entitled to as well as where to access support to complete the claim.

Benefit Promotional Campaign

4.6 From the pension credit target take up campaign held in June, from 1 social media post on 1 June, this resulted in 1 week, 28 people complete the check, resulting in £79,569.32 new financial gains for 22 households, compared with 29 people completing the pension credit check in the whole of May. This shows that the direct social media campaign for specific benefit showed improvement.

Families Support Booklet

4.7 The families support booklet was issued to all school age families in March 2022. The evaluation data shows the really positive impact of the booklet with 90% of people who responded to the support for families booklet found it useful and 25% went on to submit a claim. Feedback also reported that families wanted the information provided on a regular basis and not as a one off and that it needed to be easy to access on an ongoing basis.

5 HOW WILL WE SUSTAIN THESE IMPROVEMENTS?

5.1 The data shows that the improvement has been sustained each month as of October 2022. To ensure this continues to be sustained the changes tested have been adopted as business as usual and will continue as they have proved successful in maximising the income of household in Aberdeen. The multi-agency project team will continue to meet ensuring that existing changes continue, and further changes identified.

- 5.2 For the benefit calculator, it is recognised that further opportunities to raise awareness of the calculator and enabling people to access and complete the calculator individually, but also where support is required to complete this with partner organisations, family, friends etc providing support. In line with this, a Community Planning Aberdeen campaign as proposed by the Board on 23 September 2023 is being arranged and will promote the calculator across all partners, local press, community groups, etc.
- 5.3 As detailed in section 7 below, given the confidence in the changes, the project will now scale up the changes tested to other benefits and target audiences at appropriate times via direct communication, auto award where possible and also through social media, newsletters, community groups etc. A dashboard is being developed using the Free School Meals/School Clothing Grant data to help identify those eligible for Education Maintenance Allowance and not claiming to allow a targeted benefit uptake to increase numbers.
- 5.4 Reflecting on the feedback from the families booklet, the team have developed a communication plan to ensure that at various points throughout the year families are communicated with in relation to available benefits. Also, from the learning from the targeted communication using available data, the team will use available data to target Educational Benefits that ACC administer with a view to auto award where possible.

6 HOW WILL WE MONITOR THESE IMPROVEMENTS?

- 6.1 Benefit take up data is reported on monthly basis, and should it be agreed to end the project is ended; the data recorded will continue to be reported to the Anti-Poverty Group/Senior Management Team reporting, as well as reported on the Improvement Programme Dashboard to ensure that performance continues. Scale up improvements will be reported via the improvement programme dashboard.

7 OPPORTUNITIES FOR SCALE UP AND SPREAD

- 7.1 The project focused on specific benefits. The project recognised the potential for the changes tested as part of this project to be scaled up for testing with a broader range of benefits. The effectiveness of each of the change ideas as shown by the outcomes achieved through our initial testing with specific benefits, it is clear that there are further opportunities to scale these changes up and apply them to further benefits.
- 7.2 To progress this, the team will work with partners to develop information sharing protocols where required, to share data required to be able to identify and make direct contact, and where possible, auto award, for other benefits. For example, we have submitted a re-use application to DWP to be able to use UC, Housing Benefit/Council Tax Reduction data to identify unclaimed benefits on a larger scale. The outcomes and the impact of the changes tested to date will also be shared with partners who are also awarding benefits in order to make direct communication or auto award where possible. The next benefits to use this data process to auto award will be Educational Benefits.

- 7.3 The learning from this project may also be of interest to other Outcome Improvement Groups, in particular projects 1.2 and 1.5. The ethos of good information sharing; joined up working; will likely resound across all improvement groups, particularly in light of the cost-of-living crisis and the circumstances facing many households and importance of maximising income. From the successful tests from this project.
- 7.4 Benefit calculator will be used to complete the financial assessment of people presenting as homeless as per improvement aim 1.5.

Recommendations for Action

It is recommended that the CPA Management Group:

- i) Agree to recommend to the CPA Board on 30 November 2022 that testing is concluded and that this Improvement Project is brought to an end on the basis that the project aim has been achieved and the changes tested will continue with business as usual and the Anti-poverty group will continue to monitor data.
- ii) Note that the dataset for the overall aim will continue to be reported via the Improvement Programme dashboard to ensure progress is monitored.
- iii) Note that the project team will continue to scale up and spread the change ideas as described in section 7 with a view that a further increase in the uptake of unclaimed benefits is achieved and reported via the Improvement programme dashboard as per recommendation (ii).
- iv) Note that a CPA benefit uptake campaign will start in November 2022 to further raise awareness of the online benefit calculator, as well as all available benefits.

Opportunities and Risks

Scaling up to other benefits - individuals may not engage with the information and applying for the benefits identified in same way the benefits tested. A potential risk is access to real time data on overall unclaimed benefits in Aberdeen City and to evidence impact of the changes tested.

Consultation

Anti-Poverty Outcome Improvement Group

Background Papers

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

- LOIP
- Project Charter – Unclaimed Benefits

Contact details:

Angela Kazmierczak
ACC Financial Inclusion Team Leader



Community Planning Aberdeen

Progress Report	Project End Report: 15.2 Increase community food growing in schools, communities, and workplaces by 12 by 2023.
Lead Officer	Jillian Evans, Chair of Sustainable City Group
Report Author	Steven Shaw
Date of Report	3 October 2022
Governance Group	CPA Management Group – 26 October 2022

Purpose of the Report
This report presents the results of the LOIP Improvement Project Aim 15.2, increase community food growing in schools, communities, and workplaces by 12, and seeks approval to end the project as the aim has been achieved.

Summary of Key Information
<p>1 BACKGROUND</p> <p>1.1 This project sought to build on the good work already in place prior to Covid and develop further food growing projects and initiatives across other groups and other locations. It aimed to help change attitudes towards food growing and our use of 'Food Growing Champions' who would create positive role models for communities, schools, and workplaces. The changes tested within this charter would also provide useful intelligence and complement the work of the Sustainable Food City Partnership and inform Aberdeen's Food Growing Strategy. https://www.cfine.org/granite-city-good-food Granite City Growing; a food growing strategy for Aberdeen 2019-2024.</p> <p>1.2 Therefore, the charter involved testing (catalysing, facilitating, and measuring success of) the development & implementation of different food growing projects and initiatives of twelve new and unique project partners by end 2022/23.</p> <p>1.3 General benefits of food growing:</p> <ul style="list-style-type: none"> • Improved health & well-being. • Improved access to affordable healthy food. • Developing skills and confidence around food, nutrition, cooking, health, gardening etc. • Enabling a sustainable culture that leads to an increased number of community champions, volunteers and food growing spaces. • Improved access and use of accessible and safe green spaces • Green space growing spaces cared for and protected.

- Developing skills and confidence around green space, volunteering, health, environment, gardening etc
- Improved community relationships.
- Increased interaction and engagement within community.
- Building / strengthening connections between council and communities.
- Gives the community a voice.
- Building / strengthening connections between workplaces and schools / communities.

1.3 Our project charter set out to include working with established staff and contacts to increase partnership working across Aberdeen's communities and to encourage members of the community to take the lead in food growing projects. To ensure that all our citizens regardless of their locality and circumstances have access to growing spaces and the benefits that come from those. The project is about communities – getting people involved, caring, and collaborating in looking after themselves, their neighbours, and their environment.

2 IMPROVEMENT PROJECT AIM

2.1 The CPA Board approved the [project charter](#) in October 2021. The project aimed to increase community food growing in schools, communities, and workplaces by 12 by 2023.

2.2 The project aimed to build on the existing good partnership work already taking place with regards to food growing spaces and projects, community run green spaces, community engagement, community gardens and volunteering. This included partnership work in schools and communities and with businesses. The project looked to further expand the number of community food growing spaces by a minimum of 12 in schools, communities, and workplaces.

2.3 Priority neighbourhoods were a priority and the project team worked closely with Locality leads to identify and engage with key groups in these areas. The Central locality, Tillydrone, Seaton, Woodside, were a focus for the project team.

3 WHAT CHANGES DID WE MAKE?

3.1 Our change ideas are focused on the promoting the availability of local green space for growing but also develop the opportunity for those with little or no space to still participate in some way. This was done through the distribution of seeds, pots, and planters. This enables a variety of people and groups to feel confident and empowered in growing their own food, knowing that there is a network of support, guidance available to them and being able to capture/promote the benefits they are delivering for their area and share this with others.

3.2 Several changes have been tested throughout the course of the charter project, namely:

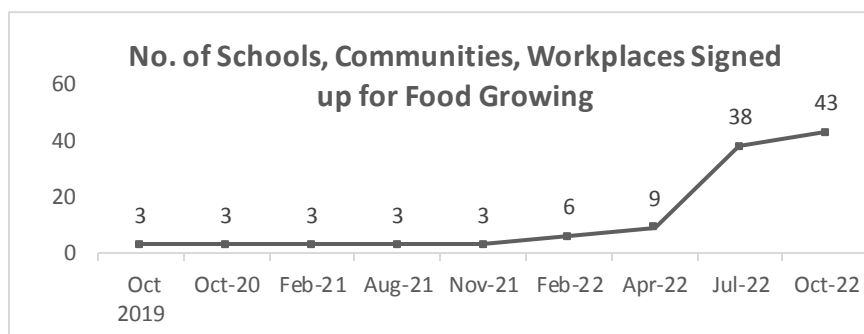
- Build a food growing network of communities and partnerships that empowers communities to establish and run their own food growing spaces leading to

more local engagement and an increase in volunteering and local community pride.

- Awareness raising meetings and events to publicise availability of community green space for food growing, through all available platforms; how to get started; and ways for communities to identify potential unused land.
- Introducing a competition between organisations/teams to increase participation.
- Encourage and support schools to start their own food growing initiatives.
- Promote the benefits of successes and achievements of current food growing projects, as well as the wider community benefits such as health and wellbeing, new initiatives such as the network of communities and support available.

4 HAVE OUR CHANGES RESULTED IN IMPROVEMENT?

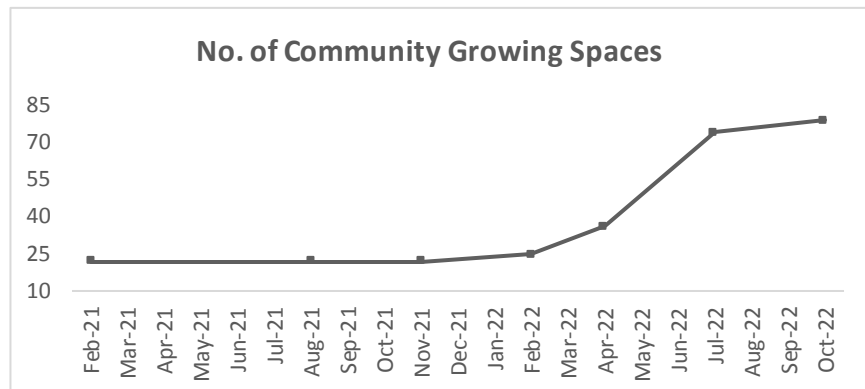
4.1 The changes have resulted in improvement. We achieved and surpassed our aim with 43 new food growing projects in schools, communities, and workplaces by October 22. This was made up of 17 in North, 12 in South & 14 in Central Localities. All groups are at various stages of their food growing projects. This is in addition to the many existing groups and food growing projects in the city and the huge number of volunteers who helped manage green and growing spaces across the city during 2021 and 2022.



4.2 The success in supporting and increasing food growing projects has led to more local engagement and an increase in volunteering and community pride, we also now have community champions who as well as promoting food growing, are also promoting wider sustainability issues in their communities, for example – arranging litter picks and taking responsibility for local green spaces.

4.3 Aberdeen's green and growing 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.

4.4 There are currently 79 community food growing spaces across the city with interest being shown by other new groups. As summer progresses many of these groups are enjoying their first harvest.



- 4.5 Network through keep Aberdeen Growing an online group for food growers in Aberdeen City for sharing ideas, best practice, and resources. More than 700 members at present.
- 4.6 The second annual community growing festival, Community Garden Festival 2022, held in August 2022 was very successful. [Community Garden Festival 2022 | GC Good Food \(granitecitygoodfood.org\)](https://www.granitecitygoodfood.org/)
- 4.7 33 community partnerships registered as Its Your Neighbourhood groups with Keep Scotland Beautiful (City wide) in 2021, a 38% increase since 2020. 7 in North, 14 in South & 12 in Central Localities. Aberdeen has significantly more registered groups than anywhere else in Scotland.
- 4.8 New food growing projects are under way at schools, sheltered housing blocks, nurseries, community open spaces, community centres and shopping areas.
- 4.9 Early Years Child Minders across the city have worked on two projects with Environmental Services. The food growing and pollinators projects been in place all summer with great success. The child minders have created a video to showcase the great 'growing' they have done with the children.
- [ACC & Scottish Childminding Partnership Video](#)
- 4.10 Planters have been allocated to Bon Accord Care Sheltered Housing blocks. This is to encourage the residents to get involved in food growing.
- 4.11 Discussion is ongoing with Library Services about a partnership to grow plants and food at city libraries. 18 libraries have now registered an interest.
- 4.12 Our success in supporting and increasing food growing projects has led to an increase in volunteering and community pride and we also now have community champions who as well as promoting their growing spaces, are also promoting wider sustainability issues in their communities, for example – arranging litter picks, and caring for green spaces.

- 4.13 Through the quarterly publishing of the Green Times, we have promoted the successes of our growing spaces and highlighted available green space and support for others. Our volunteers are active contributors to the Green Times, providing articles/tips etc.
- 4.14 National recognition and awards for our community partnership work ie Aberdeen Gold Medal winner in 2022 Keep Scotland Beautiful.
- 4.15 The green space now being used for food growing also impacts on the improvement project, 15.3 Growing Biodiversity - At least 23 organisations across all sectors in Aberdeen pledging to manage at least 10% of their land for nature by 2023 and at least 26% by 2026.

Although the land used for food growing is small overall it still contributes to the improvement aim.

HOW WILL WE SUSTAIN AND MONITOR THESE IMPROVEMENTS?

- 5.1 We have continued to show sustained improvement with the number of new food growing projects continuing to grow per month. As well as establishing new groups, we are also focused on sustaining the level of participation and engagement of our existing groups. We will continue to encourage and work with partnerships looking to take more responsibility and ownership of their local growing spaces through our developed food growing network; community champions and volunteers we will continue with the following improvement activity as detailed at 3.2
- 5.2 The project team will continue to encourage new groups and partnerships to register with Keep Scotland Beautiful and their Its Your Neighbourhood initiative to ensure they are getting the recognition for their work and have something to work towards.
- 5.3 Project team members will continue to use and build on the learning from the project and use their experience and lesson learned when working through other similar project charters.
- 5.4 The initiative will continue to seek support from the relevant agencies and be mindful of new opportunities where they present themselves.
- 5.5 Enabling a sustainable culture that leads to an increased number of community champions, volunteers and community led food growing projects.
- 5.6 ACC Partners recognises the importance of communities being involved in their own food initiatives and projects. Officers are currently involved in identifying land that can be used to increase the availability of allotment space and community growing spaces.

5.7 Should it be agreed that the project is ended, the data recorded will continue to be recorded and reported to the Sustainable City Group, as well as added to the Outcomes Framework/Improvement Programme Dashboard to ensure that performance continues.

5.8 The project will continue to be monitored to ensure that the number the of food growing projects are being sustained and growing in number. All food growing projects are linked to Environmental Services as a green 'partner' and become part of the service's ever growing network of partners who are helping care for and improving Aberdeen's green spaces. The recording of the partnerships and projects is recorded monthly, and this data is used and reported as evidence for committee reports, Council Delivery Plan, Keep Scotland Beautiful and APSE etc.

6 OPPORTUNITIES FOR SCALE UP AND SPREAD

6.1 The change ideas tested have been embedded as business as usual, however there remains areas of unused land across the city that could be utilised for food growing and enable the project to apply the improvements to these areas. The project will continue to encourage and support new community groups and partnerships and will use the connections/improvements to create many more food growing projects.

Recommendations for Action

It is recommended that the CPA Management Group:

- i) Agree to recommend to the CPA Board on 30 November 2022 that testing is concluded and that this Improvement Project is ended on the basis that the aim set has been achieved and that the change ideas have been embedded as business as usual; and
- ii) Agree that the food growing data / improvement activity will be reported periodically to the Sustainable City Group to ensure improvement and alignment to the other improvement aims continues and that the dataset will also be reported via the Outcomes Framework/Improvement Programme Dashboard.

Opportunities and Risks

Include a summary of the key opportunities and risks highlighted by this report.

- Getting the timing right for encouraging community involvement.
- Slow uptake or lack of interest from communities, schools, and workplaces.
- Securing community and volunteer attendance / participation in the process.
- Getting workplace / staff engagement and commitment at specific sites.
- Aligning the aims and contributions of different project partners.
- Getting the right skills in place to support projects.
- Funding for site specific projects.
- Identifying / getting buy in from a suitable Champions.
- Not being able to monitor project and to record data and results.
- Securing attendance / participation of schools / children in the process
- Getting workplace / staff engagement and commitment at specific sites

Consultation

Food Growing Charter Project Team
Sustainable City Outcome Improvement Group
Food Growing Strategy Implementation Group
Environmental Services
Community Planning Team

Background Papers

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

Aberdeen City Council Local Outcome Improvement Plan
Improvement Project Charter – 15.2 Increase community food growing in schools, communities, and workplaces.

Contact details:

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Community Planning Aberdeen

Progress Report	Child Friendly Cities
Lead Officer	Eleanor Sheppard, Chief Education Officer
Report Author	Matt Reid, Development Officer, ACC
Date of Report	4 th October 2022
Governance Group	CPA Management Group – 26 October 2022

Purpose of the Report

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

Summary of Key Information

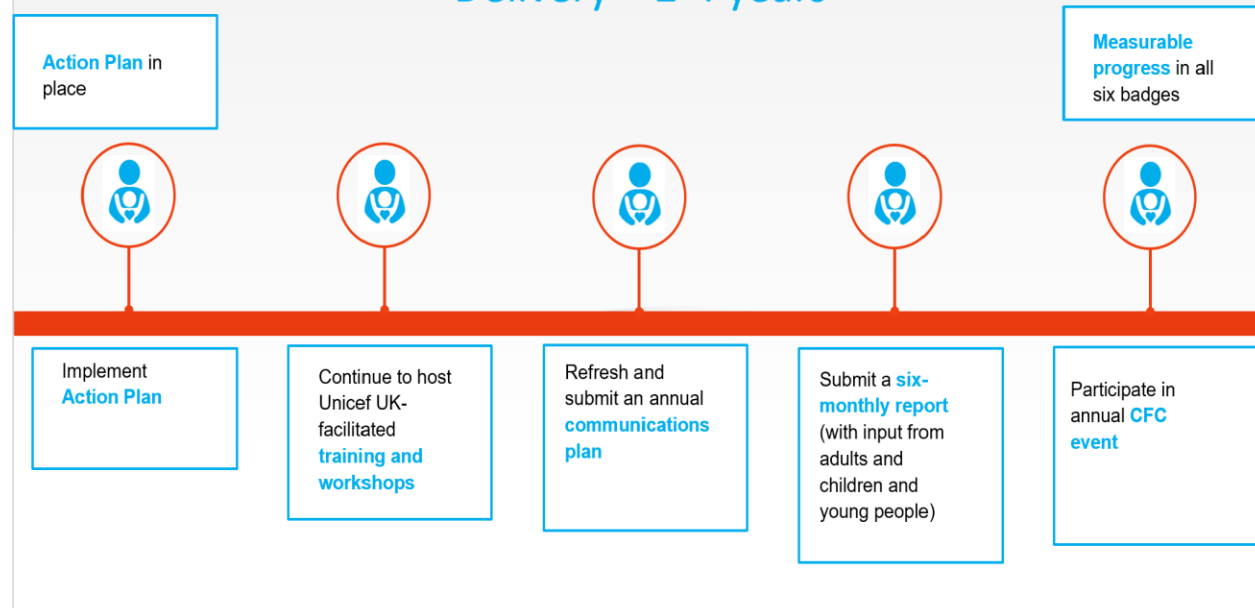
○ **BACKGROUND**

There are four key stages to the Child Friendly Cities programme:

- **Discovery** – The council, partners, community and children and young people come together to discuss and agree their priorities. Identify their six ‘badges’.
- **Development** – An action plan is drafted and approved showing how the council and partners will achieve progress in those badges.
- **Delivery** – The council and partners work with the local community and children and young people to carry out and deliver on the action plan.
- **Recognition** – An independent panel of experts assesses the council’s progress and decides whether to recognise the city/community as ‘child-friendly’.

As a Community Planning Partnership we are currently working within the ‘delivery’ phase of the programme and considerable CFC related activity is taking place across the partnership.

Delivery – 2-4 years



Community planning partners have previously been identified to coordinate and support the delivery of our identified actions for each of the 6 'badge' areas which underpin the programme. We have seen a recent change of leadership for the 'Co-operation and Leadership' and 'Communication' badges and these are now being led by David Howieson (Police Scotland).

- 'Cooperation and Leadership' (David Howieson, Police Scotland),
- 'Communication' (David Howieson, Police Scotland) and
- 'Culture' (Tracy Davis, NHS).
- 'Place' (Gale Beattie and Claire McArthur, ACC)
- 'Child-Friendly Services' (Tracy Davis, NHS) and
- 'Participating' (Brian Webb, ACC).

○ PROGRESS

Our Action Plan has been submitted and endorsed by UNICEF. In doing so we formally transition to the 'Delivery' phase of the programme. As part of this phase, badge leads and other key individuals supporting the programme are required to meet with members of the UNICEF CFC team on a 6 monthly basis to review progress. The first of these meetings is due to take place in November/December of this year.

The multi-agency CFC partnership group has developed an action tracker tool to enable greater clarity and focus around the specific milestones and activities identified within our action plan. Badge leads are currently in the process of reviewing progress to date using this tool and will use it as a means of increasing transparency and accountability with regards future activity. It is anticipated that this will support greater collaboration between partners and help ensure that we remain on track with achieving CFC status.

A number of areas of progress within the badges have already been identified by partners. These include:

Cooperation and Leadership:

- Further development of ACC's Integrated Impact Assessment (IIA) and associated guidance documents. This staged process ensures that children's rights are fully considered in decisions that affect the lives of children and young people as part of committee processes.
- Delivery of IIA training to Elected Members as part of the induction process following the recent local elections.
- Asset mapping of pre-existing participation structures for children and young people across the city. The information from this activity helped inform the creation of the Youth Network which is now active across the city.

Communication:

- Review and refresh of CFC Comms Plan currently underway. This plan is to be held under annual review and work is being taken forwards to ensure that it reflects the priorities now agreed under the CFC Action Plan.
- Communication Training with UNICEF UK for internal comms staff (ACC, NHS, Police Scotland)/Public Communications Group will be jointly developed and delivered to support the Comms Plan refresh.
- The police have undertaken a review of social media appeals in relation to frequent missing teenagers to increase positive engagement and are exploring opportunities to link in directly with CEYP around this.

Culture:

- Education service has developed a self-evaluation tool to support schools to fully take account of the UNCRC within a school context.
- Eventbrite is now routinely used to promote this UNICEF training sessions to ACC staff and partner organisations. This has streamlined the booking process to for attendees and enables greater record keeping of attendance. The latter is particularly important as part of our evidence gathering process. To date, there has been 10 sessions with 174 people trained to date. Capacity for the sessions is 25 people at each in 2022. However, despite these sessions being fully booked, the average attendance at these sessions is currently sitting at 15 participants.
- 11 elected members attended a tailored training session in June 2022
- We are working in collaboration with UNICEF to support the creation of a 'train the trainer' model for future training. This model of delivery will improve long-term sustainability and enable us to meet future training needs more efficiently.

Child Friendly Services

- Police Scotland have produced a 'Student Safety Guide 2022' and an 'Online Student Safety Guide' in conjunction with local Universities and Colleges to be provided to students across the North East. These guides have been picked up nationally and will be rolled out to other Police Scotland Divisions to be used in their Student Safety campaigns. This publication supports the wider work to manage the arrival of new students.

Participating

- A youth participation network has been formed and routinely meets. This will further ensure that children and young people are able to directly influence

decision-making. At their next meeting (11th October), the group will complete an audit to better understand which groups are represented and which marginalised groups are missing/under-represented so that they can be invited to sit on the Youth Network moving forward.

- Aberdeen City Youth Council (ACYC) and Scottish Youth Parliament (SYP) members have been asked to review the current Action Plan and will work directly with the ACC Design Team to create a more child-friendly and accessible version of the plan.
- SYP, ACYC, Aberdeen Foyer and Streetsport are actively contributing feedback and resources to aid the development of a youth engagement toolkit.

Place

- Strategic Place Planning (SPP) SMT have met to discuss those teams within SPP who should attend CRBA training. Agreement has been reached on CRBA training forming an essential part of Continuous Review & Development process and staff development plans.
- Planning specific training sessions led by UNICEF on CRBA have been advertised to staff in Strategic Place Planning over the next few months. All technical urban planning staff have been encouraged to attend by SPP SMT.
- The Council's City Development Group Board agreed a CYP Engagement/Participation Strategy in relation to the City Centre and Beach Masterplan workstreams in September 2022.
- Initial work underway on preparation of a child friendly version of the City Centre and Beach Masterplan. Future opportunities identified to consider child friendly version of the Aberdeen Local Development Plan and Aberdeen Adapts / the Net Zero Framework.
- In Summer 2022 the Scottish Government launched two new versions of the Place Standard Tool - a children's version and a young person's version. ACC Officers provided feedback to Scottish Government on draft versions of the CYP tools before they were published. ACC Officers will consider appropriate opportunities to use the CYP Place Standard Tools in future place and plan making.

A number of milestones which are identified within the 'some progress' columns of our Action Plan have now been achieved. However, it is vital that we continue to work collaboratively amongst partners to ensure that we remain on track to receive CFC accreditation within the timeline identified by UNICEF.

NEXT STEPS

Key Milestone	Timescale
6 monthly progress review meeting with UNICEF	November/December 2022
World Children's Day Celebration Event	Wk commencing 17 th November 2022
Launch of accessible/child-friendly version of CFC Action Plan	Early 2023
Regular 6 weekly review meetings with UNICEF to discuss progress.	Ongoing

Recommendations for Action
<p>It is recommended that the CPA Management Group:</p> <ol style="list-style-type: none"> 1. Continues to endorse our Child Friendly City work, promoting children's rights and engages with relevant training opportunities and agrees that the report be submitted to the CPA Board on 30 November. 2. Receive future progress reports and monitor actions where necessary. 3. Note next steps.
Opportunities and Risks
<p><u>Opportunities</u></p> <ul style="list-style-type: none"> • Shared ownership and leadership of the programme through the action plan and community planning partner project group. • Improved coordinated strategic planning across council services and community planning partners. • Increased consistency of approach across council services and community planning partners. • Increased opportunities for collaborative working and data sharing. • Adoption of a 'Children's Rights Based Approach' (CRBA) across council services and the partnership. <p><u>Risks</u></p> <ul style="list-style-type: none"> • Staff changes within the leadership of the programme may negatively impact on the shared understanding of the programme and may negatively impact on progress. Training needs and support to be identified and provided as mitigation.
Consultation
<p>CPA Management Group CFC Programme Board CS Board</p>
Background Papers
<p>UNICEF's 'Badges Framework' Aberdeen City's Action Plan</p>

Contact details:

Insert Name Matt Reid
 Insert Title Development Officer
 Insert Organisation ACC
 Tel: 01224 523915
 Email: matreid@aberdeencity.gov.uk

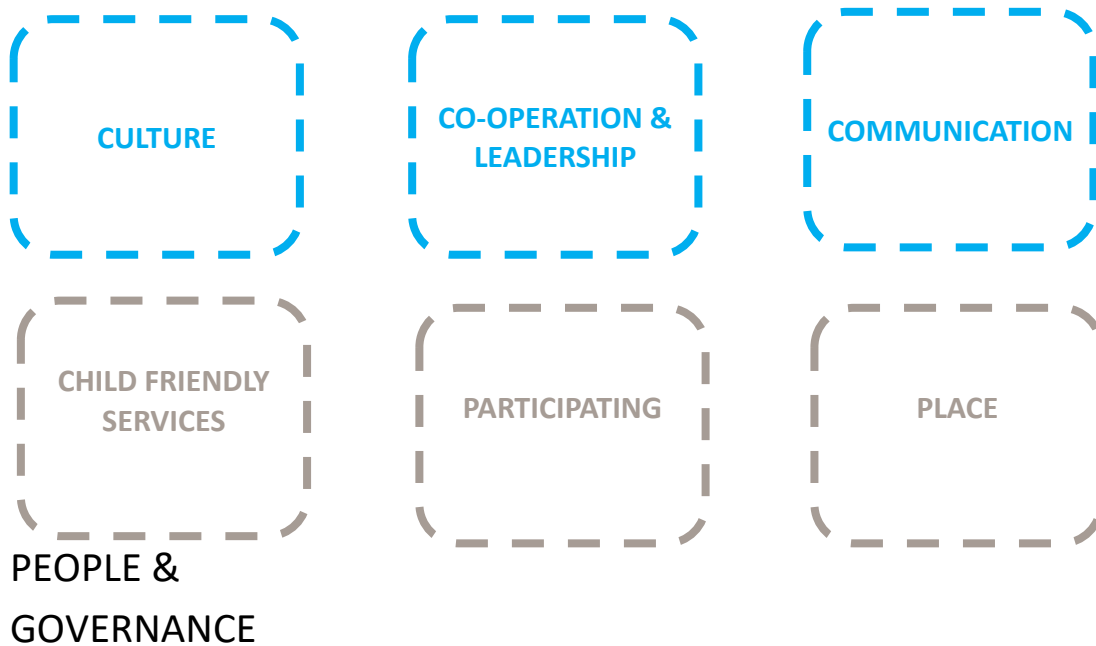
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ACTION PLAN

Towards recognition as a Unicef Child Friendly City / Community

Local Authority name: Aberdeen City

Date: 07/04/22



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

Programme Champions in Aberdeen: **Awaiting guidance document from Unicef UK**

Scrutiny body: Partnership Board

OUTCOMES

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

1. **1 Culture** - The 'vision of childhood', fundamental to a child rights-based approach (CRBA) is understood and promoted because staff know how to effectively practice and embed a child rights-based approach.
2. **Cooperation & Leadership** - Leaders within and beyond the local authority understand and value the importance of incorporating children's rights, needs and views in decision-making.
3. **Communications** – Comms staff and local media understand and value a child rights perspective *and* CFC status is regularly communicated to all members of the community (including children and young people) in a manner that is accessible and appropriate.
4. **Child Friendly Services** - All services, including health, justice, social services, and others are child friendly.
5. **Participating** - Children and young people's views are considered in decision making processes and there is clarity about how their participation has made an impact.
6. **Place** - Urban planning services apply a child rights-based approach (CRBA) to design, development, and provision, this will include participatory research.

CULTURE

There will be a consistent and shared understanding of children’s rights at in both practitioners and leaders. Practitioners and leaders will demonstrate that they value and respect the rights of children and young people. Strategic plans will consider and take account of children’s rights through adoption of a Child’s Rights Based Approach to service design and delivery.

Activity	Some progress	Meaningful progress	Significant progress	Sustainable progress	Outcomes	Impact
<p>Build confidence in taking a child rights-based approach</p> <p>Children and young people drive improvement work across the partnership</p>	<p>Identify cohorts of staff to target/receive training and conduct a baseline survey into awareness and understanding of child-rights based approach (CRBA).</p> <p>Baseline views of children and young people (CYP) are captured on current documentation around the LOIP and partnership single agency strategic improvement plans.</p>	<p>2- 4 year Workforce Development Plan created which sets out how to train the right people on CRBA and includes a rights-based induction for new starters.</p> <p>With the input of CYP, Individual Project Charter templates are amended to include explicit statement on how children’s rights have been considered. Accompanying guidance document produced with CYP.</p>	<p>Workforce plan is implemented to train identified cohorts and new starters are introduced to CRBA during their induction.</p> <p>Amended Project Charters usage is rolled out for charters submitted to Community Planning Partnership board.</p>	<p>Training around CRBA is embedded in existing mandatory training.</p> <p>CYP-supported review on amended Project Charter and best practice then becomes standard practice.</p>	<p>Staff know how to effectively embed a child rights-based approach.</p> <p>All improvement activity which directly or indirectly impacts children is influenced by children.</p>	<p>Increase in the % of the workforce reporting confidence in taking a CRBA</p> <p>Increase in positive reporting by CYP on Project Charters for improvement work.</p>

<p>Professional writing reflects the rights of the child.</p>	<p>Seek views on current writing practice through annual workforce survey and establish a Write Right About Me (WRAM) lead.</p>	<p>Establish a multi-agency group to design and develop an approach to taking a CRBA to professional writing endorsed by the Children’s Services Board.</p>	<p>Roll out CRBA approach to WRAM across partnership.</p>	<p>WRAM principles are formally adopted by all services across the partnership.</p>	<p>Professional writing about children and families will take a child rights-based approach</p>	<p>Increase in the % of sampled documentation which reflects the voice and rights of the child.</p>
<p>Impact (Indicators)</p>	<p>Baseline survey conducted and list of staff identified for training.</p> <p>Baseline survey completed.</p> <p>Workforce survey conducted and WRAM Lead appointed.</p>	<p>Longer term workforce development plan produced.</p> <p>CYP have inputted into creation of amended project charter and accompanying guidance created.</p> <p>Partnership approach to professional writing in place.</p>	<p>Incremental increase in the % of the workforce reporting confidence in taking a CRBA</p> <p>% of charters submitted to Community Planning Partnership Board have considered children’s rights.</p> <p>Increase in writing that reflects the rights of the child.</p>	<p>Significant increase in the % of the workforce reporting confidence in taking a CRBA</p> <p>Increase in positive reporting on Project Charter by CYP.</p> <p>Further increase in writing that reflects the rights of the child across partnership.</p>		
<p>MoV</p>	<p>Baseline survey results and cohort list.</p>	<p>Workforce development plan</p>	<p>Training attendance logs</p> <p>Sample of charters.</p>	<p>Audit of mandatory training.</p>		

	Baseline views. Annual workforce survey results.	Updated Project Charter and guidance document. Approach designed by multi-agency group.	Sample of professional writing.	Review by CYP. Audit of partnership professional writing.		
Summary Assumptions	On-going political commitment to the programme. Programme continues to be prioritised by Community Planning Aberdeen.					

COOPERATION AND LEADERSHIP

Children and young people must be involved in the key decision-making processes that affect them and their communities. Utilising a Children’s Rights Based Approach, leaders and partnership agencies must consult and engage with children and young people, consider their views and embed and integrate children and young people into the decision-making processes if they are to fully empower and support their communities.

	Some Activities/Outputs	Meaningful Activities/Outputs	Significant Activities/Outputs	Sustainable Purpose	Outcome	Impact
CRIAs in place and fully utilised across the partnership	Establish baseline for current use of child rights impact assessment (CRIA) across partnership and identify cohort to deliver CRIA briefing to.	CRIA briefing takes place, introducing a procedure to ensure CRBA is considered during service design. Identify specific governance structures	Implement the use of a CRIA for all Council committees and sub-committees and partner governance structures. Implement procedures so that the voices of CYP are	CRIA is part of agreed and official decision-making processes across the Community Planning Partnership. Mainstream effective influencing practices into	Service re-design is heavily informed by the rights of children. Partnership decisions are	Increase in the % of service re-design that use CRIAs

<p>Effective youth governance structures give young people a voice in decision making</p> <p>Improve integration and collaboration across service delivery</p>	<p>Asset mapping of child and youth participation structures across the city captured and recorded in accessible format.</p> <p>Identify where and how co-location has driven better integration and collaboration.</p>	<p>within partnership (i.e. audience/bodies with the responsibility to listen) and establish ways of how they can demonstrate that the voices of CYP have been communicated to them and influenced decisions.</p> <p>Consult with service providers and CYP to apply a child-lens to how these partnerships are affecting outcomes for CYP.</p>	<p>influencing decisions and are being recognised as valued members of decision-making bodies.</p> <p>Use learning from consultation to set up practices and relationships that can be used at other co-located services where integration and collaboration is currently not occurring.</p>	<p>council and partner governance structures</p> <p>Future service-design uses processes that consider the CYP perspective.</p>	<p>increasingly influenced by children and young people</p> <p>Improved outcomes for children and young people as reported by CYP.</p>	<p>Increase in participation groups reporting how they have influenced decision making.</p> <p>% of CYP reporting positive outcomes during service delivery.</p>
<p>IMPACT</p>	<p>Baseline data for prevalence of CRIA use across partnership and cohort identified.</p> <p>Asset map in place with regular planned reviews</p>	<p>Attendance at CRIA briefing.</p> <p>Governance structures identified and ways of demonstrating CYP</p>	<p>Increase in the use of CRIA.</p> <p>Identified governance structures using processes to act upon voices of CYP.</p>	<p>Community Planning Partnership have agreed to adopt use of CRIA.</p> <p>Increase in number of governance structures using processes to act upon voices of CYP.</p>		

	Audit conducted.	reaching 'audience' established. Consultation carried out.	Increase in integration and collaboration across co-located services.	Increase in number of service-design considering views of CYP.		
MoV	Baseline data. Asset map. Audit data.	Briefing attendance data. Table of governance structures and matrix of methods. Consultation data.	CRIA usage data. Governance minutes and reports. Report on views of CYP.	Minutes from official adoption. Policies and reports of governance structures. Planning reports for service-design		
Summary Assumptions	<p>That an appetite for co-location and the sharing of services will continue.</p> <p>That the community will welcome the inclusion of young people in Local Empowerment groups.</p>					

COMMUNICATION

Negative stereotypes of children and young people will be challenged through better understanding of children's rights by our local communications teams and through greater recognition and celebration of children and young people living in the city. Community planning partners will strive to ensure that information is made publicly available about decisions, services and the CFC programme in a manner that is accessible and easy-to-understand so that our children and young people are better informed about and more easily able to access local services.

Activity focus	Some Activities/Outputs	Meaningful Activities/Outputs	Significant Activities/Outputs	Sustainable Purpose	Outcome	Impact
<p>Build knowledge, skills and confidence in comms partners about CRBA</p> <p>Improve the accessibility of info for children and young people</p>	<p>Baseline survey completed with Comms/Media partners about knowledge, skills and confidence in CRBA AND undertake audit to assess current representation / portrayal of CYP in local media and comms.</p> <p>Establish focus group to map, audit and lead consultation with children and young people to understand their communication preferences from public body / services</p>	<p>Analyse survey and audit data and use to establish and deliver a training offer in CRBA for joint media and comms teams across the city</p> <p>Child/young person communication strategy is co-designed with CYP, including the design and development of child friendly versions of communication messages in</p>	<p>Media guidelines based on CRBA are developed and piloted.</p> <p>Co-created communications strategy is implemented across partners and evaluated / reviewed to inform plans for embedding more routinely.</p>	<p>CRBA training is embedded as part of induction in comms team. Local media guidelines on the reporting of any CYP related news / issue are embedded.</p> <p>Consistently planning for and including specific commitment to CYP friendly information within the wider corporate/community plan (inc partners) so accessible, child friendly versions of key partnership documents routinely published.</p>	<p>Media and comms teams feel equipped to and take a CRBA to reporting and promote a positive image of children and young people</p> <p>Children and young people know where to access child-friendly information about local services</p>	<p>Demonstrable increase in the number of positive media releases about children</p> <p>Increase in comms / media partners reporting confidence, knowledge and skills in CRBA</p> <p>% CYP who know and understand where/how to access vital public body / services information sources which have been designed specifically for them.</p>

<p>Raise awareness of CFC and CYP contribution through the media</p>	<p>Communication strategy in place to support communication of progress against the CFC Plan, including youth-led messages.</p>	<p>line with preferences identified</p> <p>CFC action plan presented as a publicly available child friendly document and introduction of a hashtag to accompany CFC communications.</p>	<p>Progress of CFC journey reported to community regularly in an accessible way, as identified in communication strategy.</p>	<p>Effective communication strategies from the CFC journey are embedded into other CYP-focused activities and programmes across the partnership.</p>	<p>CFC journey progress is available to and accessible for all members of the community.</p>	<p>% of CYP and wider community members who know about CFC and understand the progress and journey.</p>
<p>IMPACT</p>	<p>Baseline of current CRBA knowledge, skills and confidence amongst media / comms practitioners established.</p> <p>Clear understanding of current CYP media coverage established.</p> <p>Preferred means and methods of comms for CYP identified.</p>	<p>Survey informed workforce development plan (WFD) established for comms/media practitioners.</p>	<p>CRBA informed media guidelines established.</p> <p>Some increase in coverage of CYP positive news locally.</p>	<p>Induction plans for Media/comms roles include CRBA training.</p> <p>Council / Public Service / Partners comms plans</p>		

	CFC Communication strategy created.	<p>Communication strategy available which clearly links to CYP comms preferences.</p> <p>Child-friendly CFC plan is available.</p>	<p>CYP friendly communications available across partners.</p> <p>Range of accessible CFC focused comms content routinely delivered.</p>	include details on CYP specific comms intentions.		
MoV	<p>Baseline data.</p> <p>Media analysis report.</p> <p>Comms consultation data.</p> <p>Strategy document incl. youth messages.</p>	<p>Training / WFD plan.</p> <p>Communication strategy.</p> <p>Child-friendly plan.</p>	<p>Media guidelines document.</p> <p>Snapshot audit of positive news against baseline.</p> <p>Range of comms content.</p> <p>CFC comms content available over time.</p>	<p>Induction plans.</p> <p>Comms strategies across partnership.</p>		
Summary Assumptions	<p>That all partnerships comms teams agree to promote children’s rights and that the local media are keen to work with us.</p> <p>That the media will be happy to portray positive messages.</p>					

Child-Friendly Services

Multi-agency partnership working requires to constantly modernise to reflect society, resulting in review and re-design of structures and practices to ensure the needs of the population are met on an ongoing basis. When reviewing or making changes to services that affect children, their voice and participation is critical to ensuring the re-designed or co-designed service is fit for purpose and meets the needs of the service users. It is thereafter critical that the workforce involved in providing the service continue to focus on maintaining a child friendly approach based on the CRBA principles.

	Some Activities/Outputs	Meaningful Activities/Outputs	Significant Activities/Outputs	Sustainable Purpose	Outcome	Impact
<p>Children help identify how child-friendly services are</p> <p>Policies are produced using a child rights based approach</p>	<p>CYP help to identify priority services to evaluate for how child-friendly they are and co-produce a self-evaluation tool/model with children to determine how child-friendly services are.</p> <p>CYP consultation to provide qualitative and quantitative feedback on current policies related to CYP and the use of CRIAs in policy development.</p>	<p>Identified services complete self-evaluation on how child-friendly they are using co-produced tool.</p> <p>CRIA agreed to clarify expectations of all partners in using a children’s rights-based approach and a reporting mechanism identified for partners to report when CRIA has been used.</p>	<p>Identified services create strategy with the input of CYP to prioritise outcomes of self-evaluation tool and plans to address them.</p> <p>New policies developed across partnership will use CRIA and report its use. CYP to feedback on the implementation of the CRIA.</p>	<p>Services carry out strategy to address priority areas. Self-evaluation tool is used regularly to identify new priorities and make improvements against this.</p> <p>Schedule of regular and routine policy reviews in place to ensure that children continue to influence policies.</p>	<p>Services are more child-friendly</p> <p>Policies are underpinned by a CRBA and CYP have the opportunity to feed into protocols around policy development.</p>	<p>% of services that are evaluated as child friendly/demonstrating child-friendly status</p> <p>X number of policies use CRIA</p>

<p>Building capacity to actively listen to children and young people</p>	<p>Baseline survey to establish current confidence in meaningfully listening to and acting upon the voices to CYP. Identify cohorts of professionals and volunteers to receive training and support in listening to CYP.</p>	<p>Training provided and tools developed for professionals and volunteers to enable them to listen meaningfully with CYP and to support them to identify opportunities for influencing change.</p>	<p>Implementation of learning and practice by professionals and volunteers to create opportunities for CYP to influence the service.</p>	<p>Partner organisations routinely listen to and act upon the voices of CYP as part of their standard practice.</p>	<p>Identified cohorts of professionals and volunteers demonstrate their capacity to actively listen to children and young people of different ages, maturity and capacities and prioritise the time and space to do so</p>	<p>% of professionals who report confidence in listening to children</p>
<p>IMPACT</p>	<p>Self-evaluation tool co-produced and priority services identified.</p> <p>CYP consultation completed</p> <p>Cohort of staff identified for training and capacity building</p>	<p>% of identified services utilising self-evaluation tool.</p> <p>Agreed protocol in place to ensure that children and young people are directly involved in policy development.</p> <p>Training delivered and tools developed to listen meaningfully to CYP.</p>	<p>% of services creating strategy alongside CYP.</p> <p>% of policies reviewed by CYP implementing CRIA effectively.</p> <p>% of trained professionals who feel confident meaningfully listen to CYP</p>	<p>% of services using self-evaluation tool as part of routine practice.</p> <p>% of policies influenced by CYP</p> <p>Improved confidence and capability reported in staff across partnership.</p>	<p></p>	<p></p>

	and baseline survey completed.					
MoV	Self-evaluation tool and list of priority services. Consultation conclusions. Cohort list and baseline results.	Self-evaluation tool reports. CRIA protocol endorsed by the Children’s Services Board Training attendance register and produced tools.	Examples of service-specific strategies. Feedback from CYP Case studies and audit of staff confidence.	Case studies Audit data Audit of staff confidence		
Summary Assumptions	That partners remain committed to taking a CRBA.					

Participating

Including children in decision making processes will ensure that a Children’s Rights Based Approach is adopted across the multi-agency partnership. Importantly, those children and young people who take part in the ‘participation network’ must know how their input has influenced the decisions that affect them.

Activity focus	Some <i>Activities/Outputs</i>	Meaningful <i>Activities/Outputs</i>	Significant <i>Activities/Outputs</i>	Sustainable <i>Purpose</i>	Outcome	Impact
Children and young people (CYP) influence and	A range of opportunities and approaches are identified for children	Children and young people have opportunities to	Participation mechanisms are established for CYP	Ongoing review mechanism agreed with children and	Children and young people participate effectively in the	CYP feel equipped to and can influence in our CFC journey

<p>scrutinise the CFC journey</p> <p>Ensure engagement of marginalised groups</p>	<p>and young people to be able to directly influence the CFC journey, and activity enabling co-leadership is underway.</p> <p>Audit current representation of marginalised children and young people in youth governance structures.</p>	<p>learn more about a CRBA and the range of ways and opportunities for CYP to contribute to CFC journey is expanded.</p> <p>Create plan based on the audit to ensure that CYP, especially those experiencing discrimination or disadvantage, have increased opportunity to engage in meaningful participation experiences and understand how their voices make a difference locally.</p> <p>Mechanism(s) to pull the work of all participation groups together (including the Children and young people's</p>	<p>to undertake self-evaluation, quality assurance and reviews of CFC plan.</p> <p>Implement plan to ensure that CYP, including those experiencing discrimination or disadvantage, engage in meaningful participation experiences and understand how their voices make a difference locally.</p> <p>Youth Participation Toolkit is rolled out and being utilised, and best practice</p>	<p>young people and mainstreamed in practice.</p> <p>Review effectiveness of new / more purposeful focus on reaching and including marginalised groups on participation engagement and embed the learning in future work.</p> <p>Network members proactively build</p>	<p>development and implementation of the CFC programme</p> <p>CYP previously unheard due to marginalisation have more opportunities to participate and there is clarity about how their contributions have made an impact</p> <p>Network members more confidently</p>	<p>Increase in marginalised children reporting meaningful participation</p>
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<p>Supporting staff to lead participation</p>	<p>Establishment of a support network for staff working directly with young people on youth voice / participation roles.</p> <p>Baseline survey undertaken to capture network members confidence in supporting CYP to participate in decision making.</p>	<p>council; Champions board; Aberdeen City Youth council and Youth Housing Network) are established and together, a Toolkit to support practice will be developed</p>	<p>being shared through the Network.</p>	<p>capacity in others across the partnership.</p>	<p>and routinely provide range of quality opportunities for children and young people to participate in decision making.</p>	<p>Network members report feeling more confident supporting CYP to participate, and there is increased evidence / range of examples of participation directly impacting decision-making</p>
<p>IMPACT</p>	<p>Range of participation opportunities identified including gaps to be addressed.</p> <p>Baseline of representation of marginalised CYP established</p> <p>CYP from marginalised communities reporting meaningful participation (baseline)</p>	<p>Increased of children trained in a child rights-based approach</p> <p>Increased awareness of CFC in children and knowledge of how to claim their rights</p> <p>Action plan to improve levels of engagement and</p>	<p>Some child friendly records demonstrating CYP influence in CFC journey.</p> <p>Improvement in levels of engagement and participation of previously marginalised groups against baseline</p> <p>Increase in good practice examples of</p>	<p>Child Friendly mechanisms for participation are embedded in range of ACC activity.</p> <p>Further increase in levels of engagement and participation of marginalised groups of children.</p> <p>Shared ownership in participation network is evident.</p>		<p>Increase in marginalised children reporting meaningful participation</p>

	Network of key participation staff is established.	participation against baseline is produced Toolkit developed collaboratively	participation being shared amongst the network.			
MoV	Situational analysis of current opportunities Baseline data established for marginalised groups Network directory	Training logs and evaluations. Participation plan produced Youth Engagement Toolkit	Catalogue of Child Friendly materials and content is available that demonstrates CYP involvement and scrutiny throughout the CFC process. Participation data comparative to baseline Case studies of improved participation including from marginalised groups. Repository of good practice examples	CYP participation identified and named in range of ACC documents / plans. Participation data & case studies over time. Network meeting notes and comms.		Participation data and case studies over time

Summary Assumptions	That staff are freed up to attend networks and learn from each other.
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Place

If the below outcomes are successful, then children and young people across the city will feel empowered to take part in the production of key urban planning documents and will understand the importance of these documents in shaping communities both now and in the future. Children and young people will also have their voices heard during the development of civic design projects and programmes.

	Some Activities/Outputs	Meaningful Activities/Outputs	Significant Activities/Outputs	Sustainable Purpose	Outcome	Cumulative Impact
Workforce development	<p>Identify those working in strategic place planning to be trained in CRBA within workforce development plan. Design guidance as part of the workforce development plan.</p> <p>Identify relevant upcoming plans and outline how views of</p>	<p>Workforce development plan is implemented and identified cohorts of colleagues are trained in taking a CRBA during design, development and provision.</p> <p>Implementation of effective and meaningful engagement with CYP</p>	<p>Technical Officers create opportunities for effective and meaningful engagement with children and young people as part of city Master Planning.</p> <p>Child-friendly, accessible version of identified plans to be produced once plans finalised.</p>	<p>Training plans are kept up to date as new officers join the council and children and young people are routinely supported to directly influence planning.</p> <p>Future local plans include meaningful engagement with CYP, use of CRIAs and child-</p>	<p>Urban planning services apply a child rights-based approach (CRBA) to design, development, and provision.</p> <p>Children and young people inform local</p>	<p>75% of technical urban planning workforce trained in CRBA</p>

<p>Local plans are informed by children and young people</p> <p>Children and young people understand how they can influence local plans</p>	<p>children and young people will be sought.</p> <p>Identify schemes and opportunities for CYP to influence and develop a child friendly version of the place standard tool.</p>	<p>across identified plans and a CRIA conducted on each of these plans.</p> <p>Implement use of child-friendly place standard tool when engaging with CYP on identified schemes.</p>	<p>Evaluate and amend use of CF place standard tool and other engagement with CYP based on feedback during implementation.</p>	<p>friendly versions as standard.</p> <p>Use of child-friendly place standard tool (or amended version) mainstreamed into practice for relevant plans.</p>	<p>plans regarding place.</p> <p>Local plans and policies focussing on improving air quality, road safety, and making the community more pedestrian and cycle friendly for children and young people are clearly influenced by CYP.</p>	<p>Increase in number of plans being influenced by CYP.</p> <p>Percentage of plans and policies reflect collaboration with CYP.</p>
<p>IMPACT</p>	<p>Workforce development plan produced.</p>	<p>35% of identified workforce trained in CRBA.</p> <p>CRIAs completed for identified plans.</p>	<p>75% of identified workforce trained in CRBA.</p> <p>Child-friendly version of plans produced.</p>	<p>Training levels remain consistent over time despite Officer progression / turnover.</p> <p>Mechanisms for participation, use of CRIA and creation of</p>		

	<p>Upcoming local plans and range of ways to engage CYP identified.</p> <p>Schemes and opportunities identified and child-friendly place standard tool produced.</p>	<p>Child-friendly place standard tool used.</p>	<p>Use of Child-friendly place standard tool has been amended.</p>	<p>child-friendly version of plans are embedded in strategies for new local plans.</p> <p>Reporting on key local plans will include the outcomes of engagement undertaken with CYP.</p>		
MoV	<p>Workforce development plan.</p> <p>Participation plan.</p>	<p>Training logs.</p> <p>Records of participation by CYP and completed CRIAs.</p>	<p>Training logs and cases studies.</p> <p>Child-friendly plans.</p>	<p>Training logs and induction information/plans given to new officers.</p>		

	Child-friendly place standard tool.	Child-friendly place standard tool results.	Amended child-friendly place standard tool.	CYP participation data, completed CRIAs and child-friendly plans Reports on local plans.		
Summary Assumptions	<p>Staff will have the opportunity to attend training.</p> <p>Plans to meet the relevant EU/UK Gov/SG air quality objectives for NO2 and PMs will be carried out.</p>					

Thematic badges (optional): These badges have been designed to help local authorities and their partners address context-specific issues and priorities. Choosing the three you'd like to focus on should be a participatory process that meaningfully involves children and young people throughout.

HEALTHY

Children and young people:

- have good physical, mental and emotional health
- are supported if they have any additional needs
- know how to stay healthy

PLACE

Children and young people

- can move freely in the city and their neighbourhood
- feel welcome in public spaces, such as parks, shops and on the high street
- feel connected to their neighbourhood and city

PARTICIPATING

Children and young people

- can share their views and influence decisions that affect them
- can come together to discuss issues that matter to them
- can communicate their concerns and wishes to local leaders and other adults

INNOVATION

- The city council finds new, different and creative ways to make sure all children in the city enjoy their rights.

EQUAL & INCLUDED

All children and young people, regardless of their background, culture, ability or anything else

- feel welcome in the city
- have the same opportunities to grow, learn, explore and have fun
- are protected from discrimination

EDUCATION & LEARNING

Children and young people

- are able to learn about the world around them in a safe, welcoming and respectful place

(This includes children and young people who aren't able to attend school).

FLOURISHING

Children and young people

- can explore and spend time in parks, woodland and other natural places
- are free to develop their interests, hobbies and talents
- can spend time with their friends

FAMILY & BELONGING

Families of all shapes and sizes

- are supported to be together
- can get help if they are struggling
- can enjoy activities and have fun around the city

SAFE & SECURE

Children and young people

- feel safe in their homes, neighbourhood and across the city
- feel able to trust the police, teachers and other adults
- can share ideas about improving safety in the city and can speak out if they feel unsafe or worried

CHILD-FRIENDLY SERVICES

Across the city

- Libraries, sports centres, parks, health clinics and other services respect, welcome and support children and young people
- Decisions about how to make services better at the design, commissioning and delivery stage are made with children and young people

Structural badge (optional): This is a cross-cutting badge that involves changes at the policy and commissioning level. It can be chosen as part of the three optional badges.

CULTURE

Across the city

- people value and respect children and young people
- people know about and respect children's rights

CO-OPERATION & LEADERSHIP

Across the city

- people work together to make the city better for children and young people
- decisions are made involving children and young people

COMMUNICATION

Across the city

- information about children's rights is shared with children, young people and adults in different ways
- people know when important decisions affecting children, young people and families are being made

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Community Planning Aberdeen

Progress Report	Community Planning Budget 2022/2023 – Q1 Budget Monitoring Report
Lead Officer	Gale Beattie, Chair of CPA Management Group and Aberdeen City Council Director of Commissioning
Report Author	Michelle Crombie, Community Planning Manager
Date of Report	6 October 2022
Governance Group	CPA Management Group – 26 October 2022

Purpose of the Report
The purpose of this report is to provide an update on the 2022/23 Community Planning Budget’s financial performance for the period 1 July 2022 to 30 September 22.

Summary of Key Information																
<p>1 BACKGROUND</p> <p>1.1 The community planning budget agreed for 2022/23 on 20 April 2022 was £1,743,355. This included contributions from Aberdeen City Council, Police Scotland, NHS Grampian and NESTRANS.</p> <p>1.2</p> <table border="1"> <thead> <tr> <th></th> <th>2022/23 Budget £</th> </tr> </thead> <tbody> <tr> <td>Aberdeen City Council</td> <td>1,711,532</td> </tr> <tr> <td>NHS Grampian</td> <td>18,032</td> </tr> <tr> <td>Police Scotland</td> <td>5,000</td> </tr> <tr> <td>NESTRANS</td> <td>5,000</td> </tr> <tr> <td>Sub Total</td> <td>1,739,564</td> </tr> <tr> <td>Civic Forum carried forward</td> <td>3,791</td> </tr> <tr> <td>Total</td> <td>1,743,355</td> </tr> </tbody> </table> <p>2 COMMUNITY PLANNING BUDGET 2022/23</p> <p>2.1 This budget monitoring report shows current and projected expenditure for 2022/23 as at the end of quarter 2.</p>		2022/23 Budget £	Aberdeen City Council	1,711,532	NHS Grampian	18,032	Police Scotland	5,000	NESTRANS	5,000	Sub Total	1,739,564	Civic Forum carried forward	3,791	Total	1,743,355
	2022/23 Budget £															
Aberdeen City Council	1,711,532															
NHS Grampian	18,032															
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NESTRANS	5,000															
Sub Total	1,739,564															
Civic Forum carried forward	3,791															
Total	1,743,355															

	2021/22 Budget £	Year to date spend £	Full year forecast £	Variance £ (Difference between forecast and budget)
Fairer Aberdeen Fund	1,640,243	444,036	1,640,243	0
ACVO Third Sector Interface/ engagement: Community Planning	62,321	15,580	62,321	0
City Voice	37,000	37,000	37,000	0
Civic Forum	3,791	0	1,000	(2,791)
Total	1,743,355	496,616	1,740,564	(2,791)

3 GRANT FUNDING 2022/23

- 3.1 As well as the agreed community planning budget, the Partnership receives income from a number of external funding sources. The funding secured to date is below:

	2021/22 Budget £	Year to date spend £	Full year forecast £	Variance £
Community Justice Transition Fund	62,500	15,625	62,500	0
Total	62,500	15,625	62,500	0

- 3.2 The Community Justice Transition fund for 2022/23 is being used to fund the continuation of the Community Justice Officer post.

Recommendations for Action

It is recommended that the CPA Management Group:

- i) Note Community Planning Aberdeen Budget's performance during quarter 2 of 2022/23.

Opportunities and Risks

Regular reporting on the current year's budget gives Community Planning Aberdeen the opportunity to determine whether value for money is being achieved and allows early identification of possible shortfalls.

Consultation

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

Maggie Hepburn, CEO, ACVO
Jonathan Smith, Chair of Civic Forum
Aileen Duncan, Finance Development Officer, ACC
Susan Thom, Fairer Aberdeen Fund Co-ordinator, ACC

Background Papers

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

Community Planning Budget 2022/23

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Community Planning Aberdeen FORWARD PLANNER

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

Title of report	Contact Officer
CPA Management Group: 26 October 22/ CPA Board 30 November 22	
CPA Improvement Programme Quarterly Update	Allison Swanson (ACC)
CPA Quarterly Budget Monitoring Report (Management Group only)	Michelle Crombie (ACC)
Child Friendly City Update	Matt Reid (ACC)
Community Empowerment Strategy	Michelle Crombie (ACC)
Your Safety Matters - #NotPartOfTheJob Pledge (Board only)	Kate Stephen (Police Scotland)
Project End 1.6: Increase the uptake of unclaimed benefits by 10% across Aberdeen City by 2023.	Derek McGowan (ACC)
Project End 15.2: Increase community food growing in schools, communities and workplaces by 12 2023.	Jillian Evans (NHSG)
People (Children & Young People) Project Charters	
Stretch Outcome 5: Improvement Aim " The number of children and young people with an eating disorder who are identified within 3 months of onset is increased by 50% by 2023."	Graeme Simpson (ACC)
CPA Management Group: 18 January 23/ CPA Board 15 February 23	
CPA Improvement Programme Quarterly Update	Allison Swanson (ACC)
CPA Quarterly Budget Monitoring Report (Management Group only)	Michelle Crombie (ACC)
Cost of Living Data Analysis	Gale Beattie (ACC)/Phil Mackie (PH)
Project End 10.6: Increase by 15% victims of domestic abuse receiving support by 2022.	Derek McGowan (ACC)
CPA Management Group: 22 March 23/ CPA Board 19 April 23	
UoA/CPA Synergies Presentation (<i>Board only</i>)	Pete Edwards (UoA)
CPA Improvement Programme Quarterly Update	Allison Swanson (ACC)
CPA Budget Setting Report	Michelle Crombie (ACC)
Child Friendly City Update	Matt Reid (ACC)
CPA Management Group: 24 May 23/ CPA Board 28 June 23	
CPA Improvement Programme Quarterly Update	Allison Swanson (ACC)
LOIP Annual Outcome Improvement Report	Michelle Crombie (ACC)
CPA Management Group: 9 August 23/ CPA Board 6 September 23	
CPA Improvement Programme Quarterly Update	Allison Swanson (ACC)
LOIP Annual Outcome Improvement Report	Michelle Crombie (ACC)
Locality Plan Annual Reports	Derek McGowan (ACC)/Alison MacLeod (ACHSCP)
CPA Quarterly Budget Monitoring Report (Management Group only)	Michelle Crombie (ACC)
Child Friendly City Update	Matt Reid (ACC)

Title of report	Contact Officer
CPA Management Group: 25 October 23/ CPA Board 29 November 23	
CPA Improvement Programme Quarterly Update	Allison Swanson (ACC)
CPA Quarterly Budget Monitoring Report (Management Group only)	Michelle Crombie (ACC)
TBC	
Regional Economic Strategy	Jamie Bell (SE)
Scottish Enterprise Business Plan	Jamie Bell (SE)
Refreshed action plan for 2022-2026	Derek McGowan (ACC)

Acronyms:

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

APPENDIX 1 Community Planning Aberdeen Funding Tracker

The tracker below includes key funding opportunities available to the Partnership linked to the themes within the LOIP and Locality Plans.

Title	Description	Amount	Deadline for applications	Relevant CPA Group
Economy				
Place Based Investment Fund – Round 2 – The Scottish Government https://www.aberdeencity.gov.uk/place-based-investment-programme-fund	<p>The 2020-21 Programme for Scottish Government announced the creation of a Place Based Investment Programme Fund with £275million of capital funding to support community led regeneration, town centre revitalisation, community wealth building and 20-minute neighbourhoods.</p> <p>In 2021/22 Aberdeen City Council (ACC) received and allocated £975,000 of Place Based Investment Programme funding. For 2022/2023 ACC received £847,000 to administer on behalf of the Scottish Government.</p> <p>There is still £71,833 remaining for this financial year. It is solely for capital expenditure. It is essential that expenditure will be met, or at least work or contracts signed or commenced by 31 March 2023.</p>	£71,833	<p>24/10/2022</p> <p>Upcoming deadlines:</p> <p>09/12/2022 (9am) 13/02/2023 (9am) 03/04/2023 (9am) 22/05/2023 (9am)</p>	Any non-for profit organisation.
UK Shared Prosperity Fund – The UK Government https://www.aberdeencity.gov.uk/services/services-business/grant-funding-support/uk-shared-prosperity-communities-and-place-fund	<p>UKSPF is main focus of the UK Governments ambitious levelling up agenda and a significant component of its support for place across the UK. It will provide £2.6 billion of new funding for local investment by March 2025.</p> <p>There are three distinct priorities within the UK Shared Prosperity Fund: Communities and Place; Supporting Local Business and People and Skills. <u>At this time applications are being sought under the Communities and Place priority only.</u> Further information on how to access the two other priorities will be published in due course.</p>	ACC has provisionally been allocated £7.1m by Government over the next two and a half years (2022/2023, 2023/2024, 2024/2025).	<p>24/10/2022 (9am)</p> <p>Upcoming deadlines:</p> <p>09/12/2022 (9am) 13/02/2023 (9am) 04/04/2023 (9am) 22/05/2023 (9am)</p>	Any non-for profit organisation

	Funding is available over more than one financial year where necessary and can be spent on eligible capital or revenue activities.			
Just Transition Fund – The Scottish Government https://www.gov.scot/publications/just-transition-fund/	<p>Just Transition Fund is a 10-year £500 million fund for the North-East and Moray to support projects which contribute to the region's transition to net zero. Projects must demonstrate a positive impact on the Decarbonisation and efficiencies. Projects must be requesting capital funding, with no revenue/resource support available at present. There is also an option for capital financing but the final recipient must be outside the public sector. Interventions can take the form of large capital projects, pilots or feasibility studies.</p> <p>Projects will be selected which further the following objectives:</p> <ul style="list-style-type: none"> • ensure that the investment is targeted in such a way that can create green jobs now and throughout the transition to net zero • ensure communities directly benefit from the Fund, including through the ability to decide on and drive spend • work in partnership with the private sector, especially shaping opportunities to crowd in private sector finance • collaborate at a local and national level on the decisions that impact the North East and Moray <p>Examples of shortlisted projects this year include: Research hubs; Pilots for renewable energy generation; Feasibility studies for new technologies which support decarbonisation; Skills projects and learning facilities</p>	Once a year organisations would bid to access £500 million pot.	The next bidding window is proposed to open in January for spend by end of the 23/24 financial year and we would like to start dialogues around potential projects in the coming months.	Any organisation based in North-East.
Housing Infrastructure Fund – The Scottish Government	The aim of the Fund is to deliver on the core aims of the Housing to 2040 strategy by providing grants to registered social landlords and local authorities for the unlocking of sites that will deliver affordable	Up to £50 million is available to be distributed through grants.	There are no deadlines. Applications can be made at any time. Applications	Local authorities

<p>https://www.gov.scot/policies/more-homes/housing-infrastructure-fund/</p>	<p>homes in support of the Affordable Housing Supply Programme (AHSP) and in line with LA strategic priorities. The focus of the new HIF programme will include:</p> <ul style="list-style-type: none"> • Prioritising funding applications that will help deliver completed affordable housing as part of the delivery targets set out in the Housing to 2040 strategy. • Ensuring that grant support is targeting projects which have been blocked or not able to proceed due to the extent and costs of infrastructure works being exceptional and above the level which could be approved using the grant threshold flexibility available through the AHSP. • Prioritising applications where grant support is less than 100% of infrastructure costs and approved grant will reflect, where appropriate, any funding contributions which applicants can bring to the project which will result in lower levels of grant. 100% funding applications can still be made but will require strong evidence to secure grant support. • That applications contribute to strong place-based investment, and where applicable this could include supporting town centre regeneration, sustainable communities and the creation of 20-minute neighbourhoods. • Any HIF grant awarded (full or in part) will count towards the total development costs of the resultant affordable housing development to reflect true development costs and the assessed Value for Money of the project. 	<p>Priority will be given to applications where grant support is less than 100% of infrastructure costs.</p>	<p>are currently being accepted for Round 3.</p>	
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	<ul style="list-style-type: none"> Ensuring that VFM is secured for all applications by using appropriate tendering processes and evidenced in the application process. 			
People				
Motability - Travel with Confidence Grants	<p>Grants are available to local not-for-profit groups for projects which develop, expand and improve confidence in making journeys and active travel for disabled people. Grants can be used for:</p> <ul style="list-style-type: none"> Activity that improves the information, support and assistance available to disabled people using public transport. Activity that supports disabled people to have better journeys through increased confidence, resilience and training. Continuation funding for schemes, programmes and initiatives that already exist, and who provide best practice solutions, but need further support to remain operational or scale up. Staff or volunteer training and costs. Full cost recovery including indirect costs. Local, regional, or national initiatives to increase awareness of active travel and influence its inclusion in transport strategy and policy. 	Grants of £100,000 to £1 million are available. They can be split over one, two or three years.	Application can be made anytime.	Registered charities – medium to large.
7stars Foundation https://the7starsfoundation.co.uk/apply	<p>Grants are available to support young people challenged by abuse and addiction, those who are young carers, and those who are homeless or without a safe place to call home. Funding is offered across a few streams:</p> <p>Project grants to cover the costs of projects which enable young people to have the best start in life and aim high; Have a direct impact and respond to a need in an immediate manner; Are hosted in</p>	Up to £2500	<p>The remaining funding rounds for 2022 are:</p> <p>1 September - 31 October for consideration at the December Funding review. 1 December - 31 January 2023 for consideration at the February 2023 funding review.</p>	Organisations must have a turnover of under £1.5 million and be supporting young people aged 16 years and under.

	<p>geographical areas of deprivation and socioeconomic disadvantage; Address a lack of provision; Provide immediate support, not just in the short-term but with long-term benefits too.</p> <p>Shine Bright funding for regional charities during the Covid-19 pandemic. Funding enables charities to purchase wellbeing, emotional and mental health support items or educational, creative resources for the young people they support to promote happiness in a time of worry and anxiety.</p> <p>Direct grants funding to individuals, supported by outreach/social/care workers or legal professionals. (Applications must be submitted by the supporting professional/organisation.)</p>			
<p>Cattanach Charitable Trust</p> <p>https://www.cattanach.org.uk/funding/</p>	<p>The Trust seeks applications from Scottish charities working with young children (under three years old) and their parents/families for projects that provide support, particularly to those who are experiencing deprivation or are in crisis. Deprivation can mean low income, poor housing, unemployment, isolation, disability or health problems, lack of family support, young parenthood, contact with the justice system, substance abuse, violence etc.</p> <p>Grants can be used for project funding, core funding including salaries, and general running costs in smaller organisations. The Trust prefers to fund revenue costs, and a grant towards a capital project will usually be associated with staff costs or some other aspect of revenue funding.</p>	Up to £25,000	<p>Trustees meet four times a year, usually in February, May, August and November.</p> <p>The next deadline is 4 November 2022 for consideration at the 14 December 2022 board meeting.</p>	Registered charities
<p>Triangle Trust 1949 Fund</p> <p>https://www.triangletrust.org.uk/</p>	<p>Grants are available for projects support young offenders (round two). To be eligible, projects should:</p> <ul style="list-style-type: none"> • Have specific outcomes and targets related to securing employment for young people with criminal convictions. 	Up to £60,000	28/10/2022	Registered charities, not-for-profit social enterprises and community interest companies

	<ul style="list-style-type: none"> • Show that they will also work with employers and provide post placement support to both employee and employer. • Demonstrate that they understand the wide range of challenges and issues that will need to be addressed to help a young person succeed on their employment journey. • Show existing work with young people who have been in the criminal justice system is already taking place and can evidence a track record of helping them to achieve positive outcomes. Applicants might already provide employment support or want to add this focus to the current support they offer young people. 			
Groundwork: One Stop - Community Partnership https://www.groundwork.org.uk/one-stop-community-partnership/	A partnership programme providing grants to support not-for-profit organisations who are working to tackle food poverty or supporting the elderly and vulnerable within the local community; support low income families and running Youth Sports Teams.	£1000	Applications can be made at any time.	Voluntary and community organisations. Registered charities. Schools. Health bodies. Social enterprises. Community Interest Companies. Community councils. Local authorities. Housing organisations.
Place				
Sports Facilities Fund	The Sports Facilities Fund aims to support capital projects that provide opportunities for people to get	£100,000	01/04/2023	Sports clubs,

https://sportscotland.org.uk/funding/sport-facilities-fund/	<p>involved in and participate in sport and physical activity in Scotland. Support is available to projects that demonstrate the greatest impact on:</p> <ul style="list-style-type: none"> • Progression - providing opportunities for people to develop, progress and achieve success at their chosen level of sport. • Participation - providing opportunities for people to get involved and participate in sport and stay involved throughout their life with a particular focus on increasing participation within those groups who are under-represented in sport: young people; women and girls; disabled people or those from deprived communities. 	<p>Small Projects with a total project value between £20,000 and £250,000 (including VAT). Larger Projects with a total project value over £250,000 (including VAT). Maximum awards can fund up to 50% of the eligible project costs, or 75% in areas of deprivation, as identified within the bottom 20% of The Scottish Index of Multiple Deprivation (SIMD).</p>		<p>Community sports hubs. Community organisations. Social enterprises Public bodies Charitable unincorporated associations. Charitable trusts. Youth and uniformed organisations. Universities, colleges and schools. Companies limited by guarantee. Recognised governing bodies of sport' CIC, SCIO</p>
<p>Kellogg's Breakfast Club Grants</p> <p>LINK</p>	<p>Grants for school Breakfast Clubs, to help them provide breakfast to those children who need it most. A limited number of grants are available with priority being given to schools that either:</p> <p>Have 35% and above of children eligible for pupil premium funding (for England) and eligible for free school meals (Northern Ireland, Scotland and Wales); or Are based in an area which is classified as falling in the 10% of most deprived areas according to the Index of Multiple Deprivation.</p>	<p>£1000</p>	<p>Schools can apply for an award at any time and will hear within one month if they have been successful.</p>	<p>Schools</p>

	Only one grant per school in each academic year is available.			
Asda Foundation - Cost of Living Grant https://www.asdafoundation.org/foundation-grants	<p>The aim of the grant is to help local community groups cope with the increase in their running costs between September 2022 and February 2023.</p> <p>This includes 'warm banks' where groups are planning to keep their facilities open for longer hours to provide local people with a warm, safe place to be rather than heating their homes or living in a cold property. The priorities for funding are:</p> <p>Rent and utility bills. Food costs, such as community cafes, food parcels, delivered meals, soup kitchens, etc.</p>	Up to £2000	<p>Applications will close when the budget cap is reached (estimated to be February 2023).</p> <p>Application forms are only available from Asda Community Champions, who are based in local Asda superstores.</p>	Local not-for-profit community groups
The Mushroom Trust https://mushroomtrust.com/	<p>The aim of this fund is to support the creation, improvement, and maintenance of green spaces throughout Scotland.</p> <p>This includes both the creation of urban spaces, such as public parks, community gardens and allotments, cycle ways and pathways as well as other environmental and conservation projects, such as ancient woodland restoration projects.</p>	Grants of between £500 and £10,000 are available.	Application can be made anytime.	Any organisation or group, especially groups that can demonstrate public involvement and community-based fundraising.
Paths for All – Ian Findlay Path Fund https://www.pathsforall.org.uk/ian-findlay-path-fund	<p>Grants are available for projects that improve path networks and promote walking, wheeling, and cycling across Scotland. Funding will support path management projects that:</p> <ul style="list-style-type: none"> Improve accessibility and resilience of existing paths between homes, community facilities, active travel routes and public transport facilities. 	<p>Grants of between £10,000 and £100,000 are available.</p> <p>Grants will support up to 70% of total project costs. Applicants are required to provide 30% match funding (15% can be in kind).</p>	Application can be made anytime.	Constituted groups, clubs, and community organisations. Registered charities. Not-for-profit organisations or community

	<ul style="list-style-type: none"> Remove barriers to make existing paths more accessible to more people. Link paths to community destinations such as homes and public transport connections. Improve and create routes to aid the development of 20-minute neighbourhoods. <p>Funding will support activities such as:</p> <ul style="list-style-type: none"> Improving accessibility and resilience of existing paths between homes, community facilities, active travel routes and public transport facilities. Creating new link paths between homes, community facilities, active travel routes, and public transport facilities. Removing barriers to make existing paths more accessible. Improving safety and increasing path users' confidence through provisions such as lighting, wayfinding information, or seating. Developing detailed designs to help deliver proposed activities. 			interest companies. Schools, universities, or colleges. Community councils and community or development trusts.
Tree Council - Branching Out Fund https://treecouncil.org.uk/what-we-do/planting-and-care/our-grants/	<p>Grants are available for undertaking well-planned tree planting projects across the UK, preferably during National Tree Week. Funding is awarded after the project is completed and the grant is claimed. Grants can be used for:</p> <ul style="list-style-type: none"> Buying trees, including fruit trees, and hedges. Reasonable costs of non-plastic protection and supports such as canes/stakes or ties, mulch, mulching mats and peat-free compost or soil improvers. 	Up to £2000	04/12/2022	Schools, community groups

<p>Hubbub - Community Fridge Food Hub Fund</p> <p>https://www.hubbub.org.uk/community-fridge-funding</p>	<p>The funding is intended to increase the social and environmental impact of community fridges by allowing them to deliver their own activities that will bring local people together and provide access to healthy, affordable and sustainable food. Funded activities must fit within one of the following themes:</p> <p>Skills - providing access to training and knowledge-building activities, including: Training; Events; Growing; Budgeting; How to set up a food surplus enterprise. Affordable food - supporting collaborative purchasing and/or local food retail, including: Food co-operatives; Food box schemes; Fruit and vegetable stalls; Meals on wheels or a community cafe. Community Connection - providing opportunities for communities to come together around food, including: Community cooking; Community meals; Youth activities; Recipe sharing. Growing - increasing the amount of food grown locally, including: Community gardens; Edible greening; Neighbourhood 'grow and watch' schemes; Workshops; Skill and seed shares.</p>	<p>Each successful applicant will receive a grant of £6,000.</p> <p>This will be in the form of £5,000 towards costs of setting up the hub and then a further £1,000 one year after opening.</p>	<p>The fund will open on 3 October 2022 and close at 23.59 on 7 November 2022.</p> <p>There will be a Q&A webinar on 20 October 2022, 1pm to 2pm.</p>	<p>Constituted voluntary, community and social enterprise (VCSE) groups may apply.</p>
<p>Cycling Friendly Schools Fund – The Scottish Government</p> <p>https://www.cycling.scot/what-we-do/cycling-friendly/school</p>	<p>Grants are available for primary and secondary schools in Scotland to encourage travel by bike or scooter.</p> <p>The funding aims to help encourage pupils to cycle and therefore build confidence, keep kids healthy and engage hard-to-reach students.</p> <p>The funding can be used to purchase equipment and cycle parking to help overcome barriers to cycling.</p>	<p>£2500 - £25,000</p>	<p>27/10/2022</p>	<p>Primary schools and secondary schools in Scotland are eligible to apply.</p> <p>Local authorities may also apply on behalf of a school.</p>

Technology				
<p>Transport Scotland - Zero Emission Bus Market Transition Scheme</p> <p>https://energysavingtrust.org.uk/grants-and-loans/zero-emission-bus-market-transition-scheme/</p>	<p>Grants available to help SME bus and coach operators, local authorities and community transport organisations work towards a zero-carbon bus sector in Scotland. The Scheme aims to encourage and enable a step-change in progress towards zero emission buses. There are three streams with different specific aims:</p> <p>Stream 1 is aimed at supporting SME bus and coach operators, community and school bus providers to assess which zero emission technology is best for them and how it can be implemented</p> <p>Stream 2 is aimed at encouraging significant disruption to the market. Funding is available for developing collaborations across the operating, manufacturing, energy and finance sectors to bring scaled up, innovative bids to ScotZEB Phase 2 that will alter the market and bring in more private financing</p> <p>Stream 3 is aimed at demonstrating the potential role that the repowering of older diesel buses can play in the transition to net zero, recognising that repowering may be a more cost-effective option for SME operators, and may create additional green jobs in Scotland.</p>	<p>A total of £500,000 has been made available for 2022/23, with maximum funding per applicant in each stream as follows:</p> <p>Stream 1: Applicants can apply for up to £10,000. Stream 2: Applicants can apply for up to £25,000. Stream 3: Applicants can apply for up to £100,000.</p> <p>Funding can cover 100% of eligible costs, up to the maximum values noted above.</p>	09/12/2022	Local Authority – stream 2 and 3
<p>Heat Network Fund – Scottish Government</p> <p>https://www.gov.scot/publications/heat-network-fund-application-guidance/</p>	<p>Homes and commercial properties across Scotland are set to benefit from the establishment of a new fund supporting the large scale development and roll out of zero emission heat networks. The new fund takes over from the Low Carbon Infrastructure Transition Programme and is part of an overall £1.8 billion committed over the course of the current Scottish Parliament to decarbonise how buildings are heated.</p>	<p>Discretionary.</p> <p>Grant funding will be awarded to projects up to a maximum of 50% of the eligible capital expenditure of the project. Projects as part of their application will be required to demonstrate the additionality of support through the fund, including</p>	<p>Proposals can be submitted at any time.</p> <p>This fund will remain open to proposals with quarterly reports to be provided with committed spend against the allocated budget.</p>	<p>Applications are open to all public and private sector organisations.</p> <p>Proposals will be welcomed from consortia of organisations.</p>

	<p>Proposed zero emission heat network projects must have a project location, proof of technology concept, and end user for output identified. Projects must be of a large scale and must be based in Scotland.</p> <p>Objective of the Fund:</p> <ul style="list-style-type: none"> ✓ delivers affordable clean heat supporting delivery of emission reduction and fuel poverty targets ✓ develops local supply chains and attracts new public and private investment ✓ contributes to the development, and operation, of an integrated resilient energy system. 	the level of intervention required to deliver an investable project.		
<p>Salix - Public Sector Energy Efficiency Funds</p> <p>https://www.salixfinance.co.uk/loans/scotland-loans</p>	<p>Funding available to public sector organisations in the UK to support energy efficiency measures and technologies that will reduce carbon emissions.</p> <p>Scotland Public Sector Energy Efficiency Scheme - This loan scheme offers zero interest loans to the public sector to enable them to undertake spend to save retrofit energy efficiency improvement projects to help them towards achieving net zero carbon in their estates.</p> <p>The available funding allows Salix to offer up to 75% of the total compliant project value along with increased payback criteria (subject to technical review and due diligence).</p>	Discretionary.	None specified.	Public sector organisations, including local authorities, central government and NHS Foundation Trusts