Community Planning Aberdeen Management Group

Meeting on WEDNESDAY, 18 JANUARY 2023 at 2.00 pm

** Virtual - Remote Meeting, Aberdeen **

B U S I N E S S

APOLOGIES

MINUTES

1.1   Minute of Previous Meeting of 26 October 2022 - for approval (Pages 3 - 22)

1.2   Draft Minute of Meeting of the CPA Board of 30 November 2022 - for information (Pages 23 - 32)

CPA IMPROVEMENT PROGRAMME

2.1   CPA Improvement Programme Quarterly Update and Appendices (Pages 33 - 60)

Appendix 1 – CPA Improvement Programme Overview
Appendix 2 – Case Study

2.2   Project End 5.1: Increase to 80%, the number of staff who feel confident about how to directly support, or refer a child for support, and signpost to appropriate services by 2022. (Pages 61 - 66)

2.3   Project End 7.1: Increase the number of accredited courses directly associated with growth areas by 7% by 2023. (Pages 67 - 74)

2.4   Project End 10.2: Increase to 30 in total, the number of individuals who are on a custodial sentence, on a Community Payback Order with a Supervision Requirement, on Unpaid Work Orders, on Remand or who have been Diverted from Prosecution who are being supported to make progress on the Employability Pipeline by September 2022 (Pages 75 - 84)

2.5   Project End 10.6: Increase by 15% victims of domestic abuse receiving support by 2022. (Pages 85 - 92)

GENERAL BUSINESS

FORWARD BUSINESS PLANNER / FUNDING TRACKER

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COMMUNITY PLANNING ABERDEEN MANAGEMENT GROUP
26 OCTOBER 2022

Present:- Gale Beatie (Aberdeen City Council) (Chair), David Howieson (Police Scotland) (Vice Chair), Allison Carrington (Aberdeen Prospers), Heather Crabb (University of Aberdeen), Jillian Evans (Sustainable City and NHSG), 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), Lavina Massie (Civic Forum), Simon Rayner (Alcohol and Drugs Partnership), Graeme Simpson (Children's Services Board) and Alison Watson (Robert Gordon University).

Also Present:- Matt Reid, Charlotte Saunders and Allison Swanson (Aberdeen City Council).
Apologies:- Jamie Bell (Scottish Enterprise), Dave Black (GREC), Andy Buchan (SFRS) and Rab Dickson (Nestrans).

Topic	Discussion/Decision	Action By
1. Welcome	The Chair welcomed everyone to today's meeting.	
2. Minute of Previous Meeting of 17 August 2022	The Management Group had before it the minute of its meeting of 17 August 2022, for approval. In relation to item 4 of the minute (Annual Locality Plans), Derek McGowan advised that he was continue to review the Locality Planning structure within Aberdeen City Council and therefore was not able to confirm position today, but hoped to be able to at the next meeting. With regards to item 5 (Community Justice Scotland's Outcome and Performance and Improvement Framework Presentation) and the request that a gap analysis be undertaken be undertaken against the LOIP and the Community Justice Strategy and outcomes to evidence current alignment, Derek McGowan advised that the Community Justice Outcome Improvement Framework had not yet been agreed and there was an action plan due to be published that ran alongside the National Strategy. Once that had been agreed a gap analysis would be undertaken and reported to the Management Group and Board. In relation to the actions under item 6 (CPA Improvement Programme Update and Appendices), the Group noted that all had been completed or in progress and would be referred to under item 5 of today's agenda when the Chairs of the Outcome Improvement Groups were speaking to their respective overviews.	

Topic	Discussion/Decision	Action By
	The Management Group resolved: to agree the minute as a correct record, and to note that all the actions had been completed or were in progress as recorded above and that an update on the actions at item 5 of the minute would be provided under item 3.1 of today's agenda (article 5 of this minute refers).	
3. Draft Minute of Meeting of the CPA Board of 23 September 2022	The Management Group had before it the draft minute of the CPA Board meeting 23 September 2022, for information. **The Management Group resolved:** to note the draft minute.	
4. Draft Community Empowerment Strategy 2023-2026	The Management Group had before it a report which presented the draft Community Empowerment Strategy 2023-2026 which complemented and sat alongside the Aberdeen City Local Outcome Improvement Plan (LOIP) refreshed in 2021. The report advised that to achieve the LOIP's vision of Aberdeen as a place where all people can prosper, the Partnership needed an active and inclusive citizenship where all people had a voice and ability to influence what happened to them and their community. The ambition set out in the new Community Empowerment Strategy was for all communities to be equal community planning partners in realising the shared vision for the City. **The report recommended:-** that Management Group (a) endorse the draft Community Empowerment Strategy presented at Appendix 1 for submission to the CPA Board on 30 November 2022; (b) endorse the proposal to introduce a 16th Stretch Outcome as part of the strategy; (c) agree that delivery of the strategy and achievement of Stretch Outcome 16 would be led by the Community Empowerment Group; and (d) request partner organisations to take the strategy through their own governance structures for endorsement and alignment to individual approaches and plans.	

Topic	Discussion/Decision	Action By
Page 5	The Group heard from Maggie Hepburn, who provided an overview of the main areas of the new Strategy, in particular highlighting the strategy defined what improvement in community empowerment would look like by 2026 by proposing the introducing a new 16th Stretch Outcome. The approach followed the same quality improvement discipline adopted for the other 15 Stretch Outcomes within the LOIP, setting out what would be improved, by how much and by when. The Community Empowerment Group would be responsible for leading the achievement of the Stretch Outcome through the delivery of the improvement project aims set out within the strategy. The proposed Stretch Outcome 16 was: "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). Partners welcomed the Strategy, in particular commending (1) the use of plain English and overall layout making it an accessible document for all audiences and (2) the new online tools and resources section. The Group also supported the introduction of Stretch Outcome 16 and following the same quality improvement discipline adopted for the other 15 Stretch Outcomes within the LOIP. The Vice Chair advised that from a Police Scotland perspective, the Strategy aligned to what they're doing from a policing perspective. In terms of content of the strategy and the proposed improvement aims, the following aspects were raised: • Graeme Simpson highlighted the linkages with improvement aims under Stretch Outcome 8. He asked whether there should be more awareness and recognition of the impending UNCRC which would place duties on all Community Planning Partners in relation to empowering and engaging with children and young people and also ensuring an aligned approach with the improvement aims under Stretch Outcome 8 to confirm there was a consistent approach. In terms of UNCRC, Matt advised that guidance was still awaited on the exact legislative requirements of partners and the Strategy provided an opportunity to further promote empowerment and participation of children and young people.	

Topic	Discussion/Decision	Action By
Page 6	• Derek McGowan suggested that the wording of the improvement aims with a baseline of 0 and aiming to improve by 100% were reviewed to ensure the aim were ambitious enough. Alison Carrington advised on ongoing discussions with the Energy Transition Zone regarding working with the local community to build jobs/capacity and sought clarity as to whether that discussion should be connected to the Community Empowerment Group as well as to the Locality Empowerment Groups/Priority Neighbourhood Partnerships. In response, Maggie advised for Allison to make connections with the Community Empowerment Group. **The Management Group resolved:** (i) to approve the recommendations; and (ii) to agree that Michelle Cochlan and Graeme Simpson discuss whether any changes were required to the Strategy in advance of submission tot eh CPA Board on 30 November to ensure alignment between the improvement aims within Stretch Outcome 8 and the proposed Stretch Outcome 16 and reflective of the forthcoming incorporation of UNCRC; and (iii) to request the sub group of the Community Empowerment Group to review the wording of the improvement aims with a baseline of 0 to ensure they were sufficiently ambitious.	Allison Carrington, SDS Michelle Cochlan, ACC /Graeme Simpson, ACC Michelle Cochlan, ACC
5. CPA Improvement Programme Update and Appendices	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. Appended to the report was: 1. overview of progress against the CPA Improvement Programme 2. two spotlight case studies 3. draft Making Aberdeen a Living Wage City Action Plan	

Topic	Discussion/Decision	Action By
Page 7	**The report recommended:-** that the Management Group (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 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; (c) consider the two spotlight case studies as contained at Appendix 2; (d) 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; (e) discuss the outstanding position regarding the final remaining new charter due as detailed at section 7.1; (f) 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; (g) 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 (h) appoint Alison Macleod, Health and Social Care Partnership, as Chair of the Resilient, Included and Supported Outcome Improvement Group. Mrs Swanson spoke to the report, providing an overview of the current status of the improvement programme, wherein it was highlighted that 74 aims were now live with 1 charter outstanding under Stretch Outcome 5 as detailed at paragraph 7.1 and expectation that the revised aim/charter and PM would be ready to be considered by the Board at next meeting – (8 November draft deadline) and Graeme Simpson would pick up the status of this when speaking to Stretch Outcome 5 overview.	

Topic	Discussion/Decision	Action By
Page 8	Otherwise, overall: • 14 improvement aims had been achieved which was fantastic however there were 14 more that were to be achieved by 2022 • 6 project end reports approved and 2 project end reports on the agenda today • 7 aims with a red status, 2 (3.2 & 5.2) of which 2 were to be achieved by 2022 and 5 (eating disorder aim, 6.3, 8.3, 8.4 and 10.7) by 2023 • 7 aims still had to provide baseline data (4.3, 5.2, eating disorder aim, 6.3, 8.3, 10.7 and 12.7) and two of those (4.3 and 5.2) were to be achieved by 2022. In terms of baseline data, it was noted that with being 15 months into the LOIP refresh, at the last Board meeting it was emphasised that as a minimum projects needed to be providing baseline data, but also reporting on the impact of the changes being tested and that these needed to be resolved in advance of the next Board meeting. The Chair of the Management Group highlighted the point made by the Board and expectation that we had all outstanding baseline data resolved for the next Board meeting. The Management Group then heard from each of the Chairs of the Outcome Improvement Groups who spoke to their respective Stretch Outcomes focusing on those projects with red ragging status and or had challenges to be raised: 	SO	Live Ref.	Project Aim	Status
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1		Subject to the project end for aim 1.6 being approved by the CPA Board in November 2022, two of the six aims under Stretch Outcome 1 would have been achieved and with another making good progress. Outcomes to date and progress was commended, however Derek highlighted that there was still further improvement activity required in order for the Stretch Outcome to be achieved. In this regard, the Group noted that subject to the progress with the remaining charters continuing, the Anti-Poverty Group would be discussing further multi-agency improvement aim(s) that could be taken forward at this time to support achievement of the Stretch Outcome and report back to a future meeting of the Management Group with proposals – most likely the second meeting of 2023.				Derek McGowan, ACC

Topic	Discussion/Decision				Action By
Page 9	1	Finally, Derek also advised that Aberdeen City Council had approved the appointment of six external advisers to work with its new Anti-Poverty and Inequality Committee in progressing its aim and objectives. The representatives were made up of a cross section of people working across a variety of sectors with involvement and experience in issues relating to poverty and inequality.			
	1	1.2	Reduce by 50% the number of homes with an EPC rating of F&G by 2023, leading to 100% by 2026.	1.2 & 1.5 progress had now been made and change ideas starting to be tested. Project has now developed a campaign plan with a webinar for all partner staff on 3 November and information and advice sessions for communities arranged. In addition, an event request contact form and online events calendar had been created. 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. 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 were 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	1.5	Decrease the number of households in extreme fuel poverty in Aberdeen by 4% by 2023; and reduce the rate of socially rented households in fuel poverty in Aberdeen by 8% by 2023.		

Topic	Discussion/Decision				Action By
Page 10	2		Allison advised that all projects were progressing and thanked Nicola Graham for agreeing to be project manager of 2.4 and expected an update on progress at next meeting. Further data on project 2.3 was awaited.		Allison Carrington, SDS
	3	3.2	By December 2022, increase by 10% the number of people in Aberdeen who: • Have digital access; and • Feel comfortable using digital tools.	Aim to be achieved by 2022. Project gathering data on impact of the changes from partners, but not yet provided. Allison Carrington advised that she had been actively following this up and had made connections between the project manager and two partners and was confident that data would be available for reporting in the next period and that it would demonstrate the impact of the changes tested.	
	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	Aim achieved with an 18% increase in the number of people graduating from NESCOL and School with Level 7/8 qualification in ICT or Digital subject from 19/20 to 21/22. Despite the aim being achieved, the project was continuing to ensure that improvement was sustained. Although overall data had improved from baseline it had decreased from 20/21 by 10% and data for level 7 had shown a 61% decrease since 19/20, whilst level 8 had shown a 75% increase. The project was 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 for the next update.	

Topic	Discussion/Decision				Action By
Page 11	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. Alison Watson, RGU, advised that they could support delivery of this aim through improvements tested with their Graduate Apprenticeship Scheme and Allison Carrington undertook to connect Alison with the Project Manager, Duncan Abernethy.	Allison Carrington, SDS
	3	3.5	80% of young people would successfully complete their Modern Apprenticeship (MA) programme by 2022.	Aim was to be achieved by 2022, and progress was now being made and Allison Carrington thanked Robert Laird for all his support in progressing this. The changes were focused on increasing the no. of people starting a specific MA, with the intention that increasing the number commencing and testing incentives that the number of people completing the programme would also increase.	
	4, 7 & 9	Graeme Simpson advised that these were largely on track and no issues he wanted to raise at this time.			Graeme Simpson, ACC
	5	Baseline data required for the overall Stretch Outcome.			

Topic	Discussion/Decision					Action By
Page 12	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.		Progress had been impacted by the absence of the Project Manager. The project team was taking forward two change ideas and baseline data was outstanding for one of these. In terms of the second aim, Mind of My Own app this was progressing but use needed to be broadened out.	
	5	5.4	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 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.

Progress had been impacted by the absence of the Sub Group Lead and the collation of data required for a revised aim to be set. Graeme was working with Jillian Evans to get data on the causes of referral to CAMHs and trends to help understand if the referral was for an eating disorders or disordered eating. Once the data has been received an aim would be developed, a PM identified and charter developed. Graeme highlighted the expectation of the CPA Board that this be submitted to its next meeting on 30 November. The draft deadline for that meeting was 8 November. Graeme and Jillian would continue to progress this. | Graeme Simpson, ACC/Jillian Evans, NHSG |

Topic	Discussion/Decision				Action By
Page 13	6.3		Increase the number of care experienced young people by 10% receiving multiagency throughcare/aftercare support by 2023.	Graeme advised that the project had been impacted by a period of absence for the Project Manager however this was now being progressed and that the data was positive however it needed to be pulled together for reporting. Graeme was confident the aim would be met now that the team was back to full complement.	
	8	8.3	Increase by 50% the number of communications which are accessible to children and young people by 2023.	Work was ongoing through the CFC badges to progress the improvement aims. Work was due to begin on developing the next Children's Services Plan and that would provide a great opportunity to ensure that we were engaging with children and young people in a meaningful and ongoing basis on both the development and delivery of the next Plan and provide a framework for other Groups/Plans.	
	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.	In terms of 8.4, it was noted that the Project Manager for this project was currently absent and therefore progress impacted.	

Topic	Discussion/Decision				Action By
Page 14	10	10.7	Increase by 10% the number of clients who access assessment/support/treatment/services in relation to mental health issues:- in Police custody; on a community disposal; in HMP Grampian by 2023.	In respect of 10.7, it was noted that baseline data remained outstanding and that the status of the project update had remained similar for a number of reporting periods. The importance of baseline data, as a minimum, being provided was emphasised and the Chair offered (subject to calendars) that she could come to the next CJG meeting to hear from the PM as to the challenges being experienced and impacting on the data being provided/progress being made and explore solutions.	Derek McGowan, ACC
	11	It was agreed that Alison Macleod, HSCP, be appointed as Chair of the Resilient, Included and Supported Group and that the Group appoint a new Vice Chair at its next meeting.			
	11	11.7	To support 50 low income families in priority neighbourhood to improve eating behaviours and adopt positive lifestyle choices to help towards a healthy weight by 2023.	Recruitment of families to participate in the project had been challenging, however Project Team had met to discuss methods to resolve this and new approaches to be tested this month. PM was currently absent however the Project Team was continuing to meet and progress.	Simon Rayner, ACHSCP

Topic	Discussion/Decision			Action By
Page 15		12.4	Increase the number of alcohol brief interventions delivered by Primary Care providers and other professionals to above levels achieved in 17/18 by 2023	ABIs now being delivered in HMP Grampian. IT issues as yet unresolved for Integration of ABIs with Primary care E-Consult. Expect to see primary care ABIs increasing significantly as new LES contracts go live and E-consult hosting of electronic ABIs was adopted, at which point AUDIT-C scoring data should also be retrievable, however IT issues need to be resolved.	Simon Rayner, ACHSCP
	12	12.6	Reduce the incidence of fatal drug overdose through innovative developments and by increasing the distribution of naloxone by 10% year on year by 2022.	Aim to be achieved by 2022. A large number of people had now been trained to administer naloxone but now needed to review and ensure that the number of kits issued and reported as being used were also increasing. Simon Rayner would be reviewing the position. A multi-agency rapid implementation team had also been developed to look at immediate changes that could be put in place to reduce the number of drug related deaths.	Simon Rayner, ACHSCP
	12	12.7	Increase opportunities for individuals who have been at risk of Blood Borne Viruses, being tested and accessing treatment by 2023.	Baseline data and data on change ideas still required and expected for November 22 but had been impacted due to pauses in data collection at a national level and locally. It was requested, as above, that this be provided in advance of the Board meeting.	

Topic	Discussion/Decision				Action By
Page 16	13	13.2	Reduce the generation of waste in Aberdeen by 8% by 2023.	Only one change being tested and the impact of the change on the overall aim was 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 project to agree next steps and ensuring the focus was multi agency and hoped that progress would be reported for the next meeting.	Jillian Evans, NHSG
		14.1	Increase % of people who walk as one mode of travel by 10% by 2023.	Project was taking forward small change ideas to ensure momentum. Important for project to show the impact of the small changes and whether having a positive impact and should be scaled up and whether aim would be achieved by the changes tested. Now focusing on testing whether park benches were a way to improve walking rates, focusing initially on the area around and travelling to/from the Foresterhill Campus as this was the location raised by the Central Community Connector.	

Topic	Discussion/Decision			Action By
Page 17		14.2	Increase % of people who cycle as one mode of travel by 2% by 2023.	Project testing was 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 were no campaign analytics available to show impact
		15	The Management Group discussed next steps for Stretch Outcome 15 should the project end for aim 15.2 be approved by the CPA Board in November 2022. If approved, two of the three aims under Stretch Outcome 15 would have been achieved and projects ended, but the data on the progress to achieving the Stretch Outcome still at same point. The Management Group whilst noting that the improvement activity in 15.1 and 15.2 had been embedded as business as usual and would continue to support achievement of the Stretch Outcome, agreed that the Sustainable City Group identify further multi-agency improvement aim(s) that could be taken forward at this time to support achievement of the Stretch Outcome and report back to the next meeting of the Management Group with proposals.		Jillian Evans, NHSG

The Management Group resolved:

(i) to approve the recommendations;

(ii) to note that the Chair would discuss with Susan Webb, NHSG, the resourcing of NHSG led projects where the Project Manager was absent to ensure progress;　　　Gale Beattie, ACC

(iii) to agree that Graeme Simpson and Jillian Evans continue to work together to get data on the causes of referral to CAMHs and trends to develop a revised aim and have a PM identified and charter ready for submission to the CPA Board on 30 November 2022 for consideration; and　　　Graeme Simpson, ACC/Jillian Evans, NHSG

(iv) in relation to Stretch Outcome 15, to agree that that the Sustainable City Group identify further multi-agency improvement aim(s) that could be taken forward at this time to support achievement of the Stretch Outcome and report back to the next meeting of the Management Group with proposals.　　　Jillian Evans, NHSG

Topic	Discussion/Decision	Action By
6. Project End 1.6: Increase the uptake of unclaimed benefits by 10% across Aberdeen City by 2023 Page 18	The Management Group had before it a report which presented the outcomes of the LOIP Improvement Project Aim 1.6 which aimed to increase the uptake of unclaimed benefits by 10% across Aberdeen City by 2023 and sought approval to end the project as the aim had now been achieved. **The report recommended:-** that Management Group – (a) agree to recommend to the CPA Board on 30 November 2022 that testing was concluded and that this Improvement Project was brought to an end on the basis that the project aim has been achieved and the changes tested would continue with business as usual and the Anti-poverty group would continue to monitor 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; (c) note that the project team would 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 was achieved and reported via the Improvement programme dashboard as per recommendation (ii); and (d) note that a CPA benefit uptake campaign would start in November 2022 to further raise awareness of the online benefit calculator, as well as all available benefits. The Group heard from Derek McGowan, who provided an overview of the report wherein he highlighted that the project team had achieved 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. Subject to the Bord's approval to end the project, the Team would scale up to use the approaches to other benefits and a CPA campaign would be held to further raise awareness. The Management Group commended the outcomes achieved by Angela Kazmierzak and her project team and how she had driven the project forward with commitment and passion. Noting the forthcoming campaign, Partners emphasised that they'd welcome communication/promotion material for the benefit calculator etc so that they could get this information out to their staff/customers etc and further raise awareness. ACVO	

Topic	Discussion/Decision	Action By
	also advised they would like to put an article in their newsletter the use of other locality newsletters was encouraged. Partners also advised of potential impact on drug related deaths should someone receive a large back payment and wanted to ensure that unintended consequences were being considered and asked if safeguards could be put in place. In response, Derek McGowan advised that this could be discussed with DWP as part of the Memorandum of Understanding and options such as staggering payments could be explored. **The Management Group resolved:** (i) to approve the recommendations; (ii) to note that as part of the forthcoming benefit uptake campaign, Partners would receive communication/promotion material for the benefit calculator etc so that they share this information out to their staff/customers etc and further raise awareness; and (iii) to commend Angela Kazmierzak and the project team for their commitment to the project and achievements.	Angela Kazmierzak
7. Project End 15.2: Increase community food growing in schools, communities and workplaces by 12 2023	The Management Group had before it a report which presented the outcomes of Improvement Project 15.2 which aimed to increase community food growing in schools, communities and workplaces by 12 by 2023 and sought approval to end the project as the aim had now been achieved. **The report recommended:-** that Management Group (a) agree to recommend to the CPA Board on 30 November 2022 that testing was concluded and that this Improvement Project was ended on the basis that the aim set has been achieved and that the change ideas had been embedded as business as usual; and (b) agree that the food growing data / improvement activity would be reported periodically to the Sustainable City Group to ensure improvement and alignment to the other improvement aims continues and that the dataset would also be reported via the Outcomes Framework/Improvement Programme Dashboard.	

Topic	Discussion/Decision	Action By
Page 20	Speaking in furtherance of the report, Jillian Evans advised that the aim had been achieved and surpassed 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. This was 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. The Group would now work to ensure that the improvements continued to be sustained. Steven was also calculating the area committed to food growing to support achievement of the overall Stretch Outcome. The Management Group commended the outcomes achieved by Steven Shaw and his Project Team noting the commitment to empowering groups and communities to develop their own food growing spaces. Partners also gave the following feedback/suggestions to supporting the improvements being sustained and encouraging others to also take up the opportunities to develop community food growing places: • Was there communication that could be shared across partners to (1) promote opportunities re food growing to partners, communities, public and (2) ask for partners/organisations to identify further food growing areas? • Could the project capture the amount of land being used for food growing and community run green spaces to ensure alignment and showing progress to Stretch Outcome 15 • Was there a way to connect people on the allotment waiting lists and /or interested in food growing to the food growing areas, or to other areas where there were opportunities for food growing to commence? **The Management Group resolved:** (i) to approve the recommendations; (ii) to request Steven Shaw and Project Team to consider the suggestions detailed above to support sustaining the improvement; and (iii) to commend Steven Shaw and the project team for their commitment to the project and achievements.	Steven Shaw, ACC

Topic	Discussion/Decision	Action By
8. Child Friendly City Update	The Management Group had before it a report which provided an update on current progress in regard to the UNICEF Child Friendly City programme and outline our next steps. **The report recommended:-** that Management Group (a) 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; (b) receive future progress reports and monitor actions where necessary; and (c) note next steps Speaking in furtherance of the report, Matt Reid advised that the report highlighted the key achievements and progress made in relation to Child Friendly City accreditation, highlighting that training was ongoing with 174 people trained to date and that plans were in pace to move to a train the trainer model so as to enable the training to be delivered in house and remove the dependence on Unicef availability. The progress made under the Place badge was also highlighted, in particular that the Council's City Development Group Board agreed a Children and Young People Engagement/Participation Strategy in relation to the City Centre and Beach Masterplan workstreams in September 2022. The success of this engagement would be showcased in a video being developed for World Children's Day on 20 November and would be published on 16 November 2022. In terms of challenges, Matt highlighted that the Lead for one of the two of the Badges was absent and that this was having an impact on progression in those areas. To achieve accreditation commitment and evidence of progress by all partners was required. Matt advised that the six monthly review meeting would be held with Unicef in early December 2022 and that he had contacted all partners requesting evidence of their progress against the action plan. Following the review meeting and for future progress reports, Matt hoped to be in a position whereby progress against all of the points within action plan could be reported on to provide assurance of progress against each badge.	

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Topic	Discussion/Decision	Action By
	The Management Group resolved: (i) to approve the recommendations; (ii) to note that the Chair was now Chair of the CFC Board and would discuss with NHSG the resourcing of the two Badges where the lead was currently absent; and (iii) to request all partners to respond to Matt's email asking for evidence of progress against each of the badge actions for reporting as part of the six monthly Unicef review meeting.	Gale Beattie, ACC All Partners
9. Community Planning Budget 2022/2023 – Q2 Budget Monitoring Report	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 July 2022 to 30 September 2022. **The report recommended:-** that Management Group note Community Planning Aberdeen Budget's performance during quarter 2 of 2022/23. **The Management Group resolved:** to approve the recommendation.	
10. CPA Forward Planner	The Management Group had before it the CPA Forward Planner. **The Management Group resolved:** (i) to note the CPA Forward Planner; and (ii) to note that dates for submission of some of the future items of business had to be confirmed.	Allison Swanson, ACC
11. CPA Funding Tracker	The Management Group had before it the CPA Funding Tracker. **The Management Group resolved:** to note the CPA Funding Tracker.	
12. Date of Next Meeting	The Management Group noted that its next meeting would be held on 18 January 2023 at 2pm.	

<mark>DRAFT</mark> COMMUNITY PLANNING ABERDEEN BOARD
Wednesday, 30 November 2022

Present: Councillor Alex Nicoll, Chairperson; Chief Superintendent Graeme Mackie (Police Scotland), Vice Chair; Pete Edwards (Aberdeen University); Chay Ewing (Scottish Fire and Rescue Service); Councillor Martin Greig (Aberdeen City Council); Luan Gregon (Health and Social Care Partnership, Integration Joint Board); Matthew Lockley (Scottish Enterprise); Councillor Sandra Macdonald (Aberdeen City Council); Richard McCallum (Scottish Government Representative); Councillor Miranda Radley (Aberdeen City Council); Paul O' Connor (ACVO); Jonathan Smith (Civic Forum); and Susan Webb (NHS Grampian).

In Attendance: Martin Barry (Scottish Enterprise); Dave Black (GREC); Mark Jones (Aberdeen City Council); Angela Kazimerczak (Aberdeen City Council); Sinclair Laing (Aberdeen City Council); Leona McDermid (Aberdeen Foyer); Steven Shaw (Aberdeen City Council); Lucy Simpson (Aberdeen City Council); and Margaret Stewart (Aberdeen City Council).

Also present: Michelle Crombie, Derek McGowan and Allison Swanson, (Aberdeen City Council)

Apologies: Caroline Hiscox (NHS Scotland), Angela Scott (Aberdeen City Council) and Alistair Robertson (Aberdeen Active Partnership)

	Topic	Discussion/Decision	Action by
1	Welcome	The Chair welcomed all to the meeting. He thanked CS Kate Stephen for her contributions to the Board, introduced CS Graeme Mackie and sought the Board's approval to appoint him as Vice Chair following his appointment by Police Scotland. **The Board resolved: -** to approve the appointment of CS Graeme Mackie as Vice Chair.	
2	CPA Board Minute 23 September 2022 - for approval	The Board had before it the minute of its previous meeting of 23 September 2022 for approval. **The Board resolved: -** to approve the minute as a correct record.	
3	Draft CPA Management Group Minute 26 October 2022- for information	The Board had before it the minute of the previous CPA Management Group meeting of 26 October 2022 for information. **The Board resolved: -** to note the draft minute.	
4	CPA Board Forward Planner	The Board had before it the Forward Business Planner. **The Board resolved: -** to note the Forward Business Planner.	

	Topic	Discussion/Decision	Action By
5	National Update - Verbal	Richard McCallum, Scottish Government Local Director, provided a verbal update on Scottish Government priorities which included the following areas: • The Scottish Government budget for 2023-2024 was to be published in December; • the emergency budget review published on 2 November focused on the cost-of-living crisis particularly on fuel, energy, security fund and bridging payment; • it was mentioned that another key focus of the Government as highlighted by the Deputy First Minister was the issue of savings to be made which totalled £650 million, which included pay deals, and that £400m was in Health and Social Care; • by the end of winter, the final version of the Government plan would be published in relation to the cost-of-living crisis, food banks, hardship, energy bills, food poverty, fuel, and security; and • it was noted that there was ongoing Regional Economic Development work between the Scottish Government and UK Government colleagues in relation to the Aberdeen City Region Deal. **The Board resolved**: - to note the updates provided.	
	Draft Community Empowerment Strategy 2023-2026	The Board had before it a report which presented the draft Community Empowerment Strategy 2023-2026 which complemented and sat alongside the Aberdeen City Local Outcome Improvement Plan refreshed in 2021. The report stated that to achieve the vision of Aberdeen as a place where all people can prosper, it needed an active and inclusive citizenship where all people had a voice and ability to influence what happened to them and their community. The ambition set out in the new Community Empowerment Strategy was for all communities to be equal community planning partners in realising the shared vision of the city. **The report recommended-** that the CPA Board: (a) endorse the draft Community Empowerment Strategy presented at Appendix 1; (b) endorse the proposal to introduce a 16th Stretch Outcome as part of the strategy; (c) agree that the delivery of strategy and achievement of the Stretch Outcome 16 will be led by the Community Empowerment Group, working with the wider Community Empowerment Network; and	

Topic	Discussion/Decision	Action By
Page 25	(d)　　request the Partner Organisations to take the strategy through their own governance structures for endorsement and alignment to individual approaches and plans. The Board received a presentation from Michelle Crombie - Community Planning Manager (Aberdeen City Council), Dave Black - General Manager (Grampian Region Equality Council) and Margaret Stewart - Libraries and Community Learning Manager (Aberdeen City Council) which outlined: - • the purpose of the strategy; • new guiding principles and standards; • new Stretch Outcome 16 to increase by 100% the proportion of citizens who feel able to participate in decisions that helped change things for the better by 2026; and • new online tools and resources. The next steps were set out in the report as follows:	

CPA Board asked to approve the strategy	30 November 2022
Subject to the approval of the strategy by the CPA Board, a foreword by the Chair and Vice Chair would be added	December 2022
Communications plan to launch the new strategy	December 2022
Review partner representation and refresh membership of the Community Empowerment Group and Network to deliver the strategy	December 2022
Programme management of improvement projects commences	January 2023
Community Planning Aberdeen's first Community Conference to be held in Partnership with the new Research Determinants Collaborative.	March 2023

Partners commended the report and presentation and asked a number of questions during the course of discussion.

In responding to the questions, Mrs Crombie advised with regard to Locality Empowerment Groups, that they did have data at a neighbourhood level which could be shared for information. She added that anybody interested in helping with planning for the first Community Conference in March 2023 should let her know.

	Topic	Discussion/Decision	Action By
		Dave Black and Margaret Stewart added that they were mindful of the economic situation in terms of cost of living, so they were no expectations from people. Moreover, they had mapped out ways for communities to exist and how they would be supported. It was mentioned that the resources in the tool kit would enable people to be involved as individuals, and there was group availability to navigate community involvement and empowerment. It was highlighted that communication had been reflected and the strategy would be launched in the new year. Finally, the test of change had been viewed as being important as well as a new online presence for increased communication and monitoring purposes. **The Board resolved**: - (i) to approve the recommendations; and (ii) to agree that partners and organisations strengthen recommendation (d) by having the strategy championed.	
7	CPA Improvement Programme Quarterly Update and Appendices	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. The report also included new charters for approval for project initiation. **The report recommended: -** that the Board: (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 17 aims had now been achieved as detailed at 4.1 of the report, and two project end reports were on today's agenda, with the further project end reports to be submitted once sustained improvement was evident; (d) endorse the Making Aberdeen a Living Wage City Action Plan as contained in Appendix 3 in advance of being submitted to Living Wage Scotland; (e) consider and encourage Partner organisations to sign up to the Aberdeen Climate and Nature Pledge as contained in Appendix 4; (f) note that a revised aim for "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" would be circulated electronically prior to Christmas and agree to delegate authority to the Chair of the Board and the Chair of the	

	Topic	Discussion/Decision	Action By
Page 27		(g) Management Group to approve the revised aim to enable this to be progressed and a charter to be submitted to the next Board meeting; and note that two of the three aims under Stretch Outcome 15 had been achieved and the project ends submitted and that the Sustainable City Group was considering whether further improvement activity was required at this time to support achievement of the Stretch Outcome. The Board heard from Allison Swanson, Improvement Programme Manager, who provided an overview on the progress of the report. She highlighted that 74 out of 75 Improvement aims were on progression and had their project ends approved as seen in Appendix 1 of the report. Mrs Swanson stated that for 2022, there were 14 aims to be achieved and the data for the aims were based on the financial/ academic year and therefore would not be available until 2023. In terms of delivery, the projects were still progressing, and support had been provided by the Chairs of the Outcome Improvement Groups and Community Planning Team in any situation where the projects had a red status or had any outstanding baseline data. Mrs Swanson highlighted that one project charter which was discussed at the last Board meeting was due for submission. The Board heard from the following Project Managers, who spoke to their case studies as contained at appendix 2 on the changes they tested, the outcome and impact to date: 7.2 (Identifying Risks to Learning: A Spotlight on Upstream) - Leona McDermid, Aberdeen Foyer, and Mark Jones - Aberdeen City Council. The partners welcomed and discussed the case study, and the outcomes that had been achieved. It was suggested that the project managers; (a) should consider monitoring the gender impact as schools could be much more evenly balanced in terms of gender compared to a college setting, and to return with the findings to the Board; and (b) requested a follow-up report with evaluation at later stages. 10.6 (Supporting Victims of Domestic Abuse: A Spotlight on Improving Access to and Uptake of Support) - Lucy Simpson, Aberdeen City Council. In Appendix 3, the charter, "Making Aberdeen a Living Wage City Action Plan". the Board received an update from Martin Barry, Scottish Enterprise, who provided an overview of the Action Plan, and advised it was at the stage of being submitted to the living wage foundation for approval but had sought for endorsement from the	

	Topic	Discussion/Decision	Action By
		Board before submitting the plan. Mr Barry advised that there had been 19 accreditations since the start of the year. With regard to Appendix 4, the charter, "Net Zero Aberdeen- Aberdeen Adapts Pledge" - Sinclair Laing, Climate and Environment Policy Manager, Aberdeen City Council presented an overview of the route map for Net Zero Aberdeen. **The Board resolved: -** (i) to approve the recommendations; (ii) to commend the project managers who presented their case studies respectively for the achievements in their projects; (iii) with regard to case 7.2 to receive a report back with regard to progress of the roll out in schools and in terms of the gender impact.	Leona McDermid (Foyer)/ Mark Jones (ACC)
8	Project End 1.6: Increase the uptake of unclaimed benefits by 10% across Aberdeen City by 2023	The Board had before it a report which presented 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 are entitled to and sought approval to end the project as the aim had now been achieved. **The report recommended: -** that the Board: - (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 and the Anti-poverty group would continue to monitor 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; (c) note that the project team would continue to scale up and spread the change ideas as described in section 7with a view that further increase in the uptake of unclaimed benefits was achieved and reported via the Improvement Programme dashboard as per recommendation (b); and (d) note that a CPA benefit uptake campaign would start in November 2022 to further raise awareness of the online benefit calculator, as well as all available benefits. Angela Kazmierczark, Financial Inclusion - Team Leader, Aberdeen City Council spoke to the report and highlighted that the outcomes had been sustained and were 71% over the original aimed statement. It was stated that 80% of people who used the online benefit calculator had new benefits identified. She spoke about the monthly sharing of benefits which would be shared within communities and partners.	

	Topic	Discussion/Decision	Action By
		The Board resolved: - to approve the recommendations.	
9	Project End 15.2: Increase Community food growing in schools, communities and workplaces by 2023	The Board had before it a report which presented the results of LOIP Improvement Project Aim 15.2, increase community food growing in schools, communities, and workplaces by 12, and sought for approval to end the project as the aim had been achieved. **The report recommended**: - that the Board: (a) agree that testing was concluded and that this Improvement Project had ended on the basis that the aim set had been achieved and that the change ideas had been embedded as business as usual; and (b) agree that the food growing data/ improvement activity would be reported periodically to the Sustainable City Group to ensure improvement and alignment to the other improvement aims continued and that the dataset would also be reported via the outcomes Framework/Improvement Programme Dashboard. Steven Shaw, Environment Manager (Aberdeen City Council) provided an overview of the report highlighting that the target had been achieved. In relation to the achievement, in 2022, there were a total of 45 new food groups across the city. Partners discussed ways in which support could be extended to projects in the communities. **The Board resolved: -** (i) to approve the recommendations; (ii) to commend Mr Shaw and his team; and (iii) to agree that Michelle Crombie and Steven Shaw discuss on visits for next year as part of the Board's programme.	Michelle Crombie (ACC) /Steven Shaw (ACC).
10	Child Friendly City Update	The Board had before it a report which provided an update to members on the current progress in regard to the UNICEF Child Friendly City programme and outline the next steps. **The report recommended**: - that the Board; (a) continue to endorse the Child Friendly City work, promoting children's right and engages with relevant training opportunities; (b) receive future progress reports and monitor actions where necessary; and (c) note next steps.	

	Topic	Discussion/Decision	Action By
		Matt Reid - Development Officer (Aberdeen City Council) provided an update to the Board and advised that: (a) there would be a six-monthly progress review meeting the next day with UNICEF; (b) the youth participation network had emerged and children and young people's views were being listened to; (c) it was felt that the UNICEF template was not accessible and the language was complex; and (d) that children and young people understood and were able to access the plan. **The Board resolved**: - to note the update and approve the recommendations.	
11	Scottish Government Inquiry into Community Planning	The Board had before it a report which advised of the Scottish Parliament's inquiry into Community Planning and proposed a joint response was made on behalf of Community Planning Aberdeen. **The report recommended: -** that the Board: - (a) develop a joint response to the Scottish Government Inquiry of Community Planning call for viewed questions; (b) agree that the response would be signed off by the Chair and Vice Chair of Community Planning Aberdeen on behalf of the Board; and (c) note that the survey aimed at other organisations or individuals who had an interest in community planning would be shared widely across community networks. **The Board resolved**: - (i) to approve the recommendations; and (ii) that Partners return any comments to Michelle Crombie for her to take into consideration prior to drafting the response on behalf of the Board.	Michelle Crombie (ACC)
12	Aberdeen City Local Police Plan 2023-26 Consultation	The Board had before it a draft of the Aberdeen City Local Policing Plan and heard from Chief Superintendent, Graeme Mackie, Vice Chair, who acknowledged that his predecessor, CS Kate Stephen had prepared the draft before he took on the role. He advised that the plan had gone out for consultation, which was ongoing till December, but he would welcome any observations/ comments as part of the consultation. **The Board resolved: -** to note the update provided and that comments were welcome as part of the consultation.	

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	Topic	Discussion/Decision	Action By
13	Date of Next Meeting- 15 February 2023	The Board noted that its next meeting would take place on 15 February 2023, at 2.00pm.	

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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	12 December 2022
Governance Group	CPA Management Group – 18 January 2023

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.

Summary of Key Information

BACKGROUND

1.1 The refreshed Aberdeen City Local Outcome Improvement Plan (LOIP) was approved by Community Planning Aberdeen Board on 7 July 2021. Within the refreshed LOIP there remains 15 stretch outcomes to be delivered by 2026 and 75 shorter term improvement projects.

1.2 The CPA Improvement Programme 2021-23 was approved by the Board on 15 September 2021 and set out the timescales for both initiation of the new aims within the refreshed LOIP, as well as the timescales for the continuing project charters being reviewed, over the next two years up until 2023. Of the 75 improvement aims within the refreshed LOIP 2016-2026, 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.

1.3 The Community Planning Aberdeen Outcome Management and Improvement Framework sets out how CPA ensures effective, systematic and collaborative scrutiny of progress towards the achievement of outcomes within the LOIP. The Board on 15 September approved new outcome reporting interfaces to ensure that the various audiences are being provided with the detail to meet their requirements; and also providing the conditions to support the achievement of the project aims within the two year timeframe of the Improvement Programme, and ensuring that the connection with the community ideas for improvement in the Locality Plan are made and progress reported on. These arrangements include quarterly reporting to the CPA Board on progress made in taking forward the LOIP improvement projects.

1.4 On 30 November 2022, the CPA Board approved the addition of a New Stretch Outcome 16 which aimed to achieve "100% increase in the proportion of citizens who feel able to participate in decisions that help change things for the better by 2026".

1

Within the new stretch outcome there were 7 further improvement aims setting out what we will improve, by how much and by when. Therefore as of November 2022, the LOIP has 16 stretch outcomes to be delivered by 2026 and 82 shorter term improvement projects.

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 16 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 Impvement 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

2

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 one case study (see Appendix 2) namely:
- 12.7 Increase opportunities for individuals who have been at risk of Blood Borne Viruses, being tested and accessing treatment by 2023.

The 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 Chair of the Outcome Improvement Groups for the case study projects will speak to their respective case studies, with the project manager invited to the CPA Board in February 2023 to speak.

4.   IMPROVEMENT PROJECT AIMS ACHIEVED

4.1 21 projects have now achieved their improvement aims as detailed below, with 8 project end reports approved and a further 4 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:

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   IMPROVEMENT AIMS TO BE ACHIEVED BY 2022 AND 2023

2022

5.1 There are 20 improvement aims to be achieved by 2022, 9 of which have been achieved, with 4 project end reports approved and 3 further reports on today's agenda. The 11 other aims are awaiting and/or reviewing data to confirm if aim has been achieved. All 2022 aims have scheduled for their project end reports to be submitted and this is now detailed at Appendix 1. With the exception of the 3 aims (3.4, 3.5, 6.1) which are based on the on the academic year all project end reports for the 2022 aims will be submitted by the March 2023 Management Group meeting.

5.2 Where an aim has not been achieved, the project will submit a project end report to ensure that the learning and next steps are considered.

2023

5.3 There are 55 improvement aims to be achieved by 2023, of which 12 have been achieved, with 4 project end reports approved and 1 further report on today's agenda. All 2023 project aims are currently scheduling their project end reports for submission and this will be reported to the next meeting.

3

5.4   3 live aims have a red ragging status (1.5, 10.7 and 11.7).

5.5   Overall, 3 aims still have to provide baseline data (8.3, 10.7 and 12.7).

5.6   The Management Group are asked to consider the status of the projects detailed above and any issues impacting on these projects progressing and/or providing baseline data.

6   NEW PROJECT CHARTERS/NEW STRETCH OUTCOME 16

6.1   74 out of the 82 improvement aims have had charters approved and are progressing or have had project end reports approved. Of the 8 charters to be submitted, 7 come under Stretch Outcome 16 approved by the Board on 30 November 2022 and the schedule for submission to the CPA Board is currently being developed. The final other charter due is in relation to the revised aim for "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". A separate report will be submitted regarding this aim.

7   STRETCH OUTCOME 15

7.1   Two of the three aims under Stretch Outcome 15 have been achieved and projects ended. In light of this CPA Management Group asked the Sustainable City Group to consider whether further improvement activity was required at this time to support achievement of the Stretch Outcome. The Sustainable City Group are currently reviewing data and research to identify multi-agency improvement aims to support the overall Stretch Outcome and aiming to align regional aspirations for Grampian to "Our Natural Health Service". Discussions are ongoing and specific new aim(s) will be discussed by Sustainable City Group on 12 January 2023 and reported thereafter to the Management Group on 16 January 2023.

8   CHAIR OF CHILDREN'S SERVICES BOARD

8.1   The Chair of the Children's Services Board is proposed to be replaced by Eleanor Sheppard who has been appointed as ACC's Interim Director of Children's and Family Services. The Management Group are asked to appoint Eleanor Sheppard as Chair.

9   NEXT STEPS

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

9.2   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 and respective improvement projects as contained at Appendix 1;

ii)   discuss the status of the improvement aims to be achieved by 2022 and those aims with a red ragging status and where baseline data remains outstanding 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;

iii)   consider the spotlight case study as contained at Appendix 2;

4

iv)	note that a separate report regarding the outstanding aim under Stretch Outcome 5 will be submitted;
v)	note that the proposed scheduling of the 7 project charters under Stretch Outcome 16 for submission to the CPA Board for initiation is being developed;
vi)	note that 21 aims had now achieved and four project end reports were on today's agenda and that project end reports for all 2022 aims had been scheduled as detailed at Appendix 1;
vii)	note that two of the three aims under Stretch Outcome 15 have ended and the Sustainable City Group are gathering data to determine whether further improvement activity was required at this time to support achievement of the Stretch Outcome and will report any proposals following its meeting on 12 January 2023; and
viii)	appoint Eleanor Sheppard, Interim Director of Children's and Family Services, ACC as Chair of the Children's Services Board.

Opportunities and Risks

Successful delivery of the revised LOIP 2016-26 requires a robust programme management approach to the delivery of the 82 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:

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

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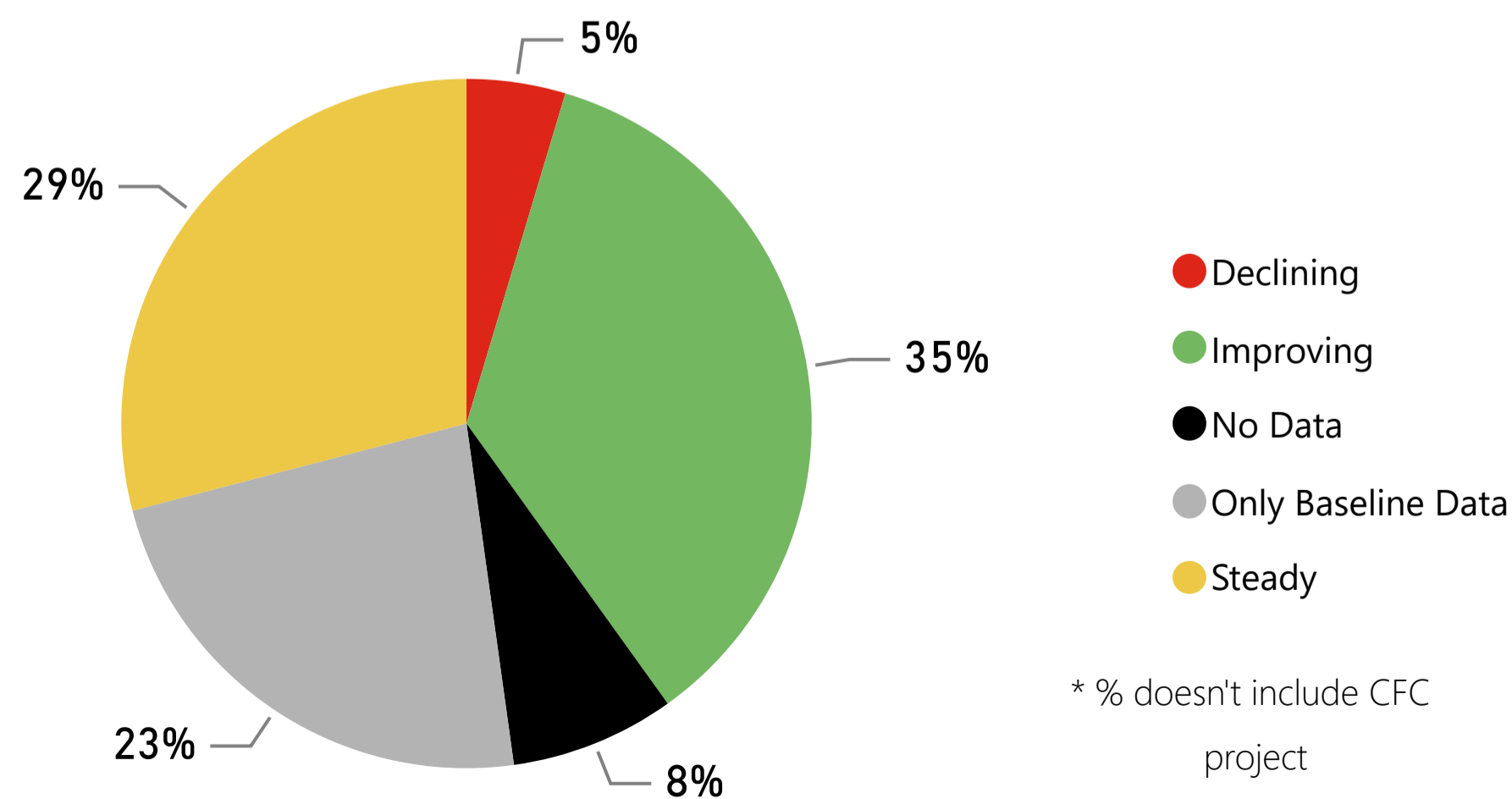
CPA Improvement Programme 2021-2023

Overview of Progress to Date

No. of LOIP Project Aims	No. of Live Project Aims	No. of Aims Achieved	No. of Aims Ended	No. of New Charters Due	No. of New Charters Received	Months Since LOIP Published
82	66	21	8	1	0	18

Overview of Progress by Outcome Improvement Group

OIG ▲	No. of Project Aims	No. of Live Project Aims	No. of Project Aims Ended	No. of Aims Achieved	No. of Charters still to be submitted
Anti-Poverty	6	4	2	2	0
Aberdeen Prospers	9	9	0	3	0
Children's Services Board	27	23	3	9	1
Community Justice	8	7	1	3	0
Resilient, Included & Supported	8	8	0	2	0
Alcohol and Drugs Partnership	9	9	0	0	0
Sustainable City	8	6	2	2	0
Community Empowerment Group	7	0	0	0	7
Total	**82**	**66**	**8**	**21**	**8**

Percentage of Live Projects by Aim Trend

- Declining — 5%
- Improving — 35%
- No Data — 8%
- Only Baseline Data — 23%
- Steady — 29%

* % doesn't include CFC project

Percentage of Projects by Progress Scale

Progress scale level
- Level 10 (project complete) — 11%
- Level 5 (designing) — 3%
- Level 6 (Testing) — 59%
- Level 7 (improving) — 7%
- Level 8 (improvements ac...) — 15%
- Level 9 (sustainable impro...) — 5%

* % doesn't include CFC project
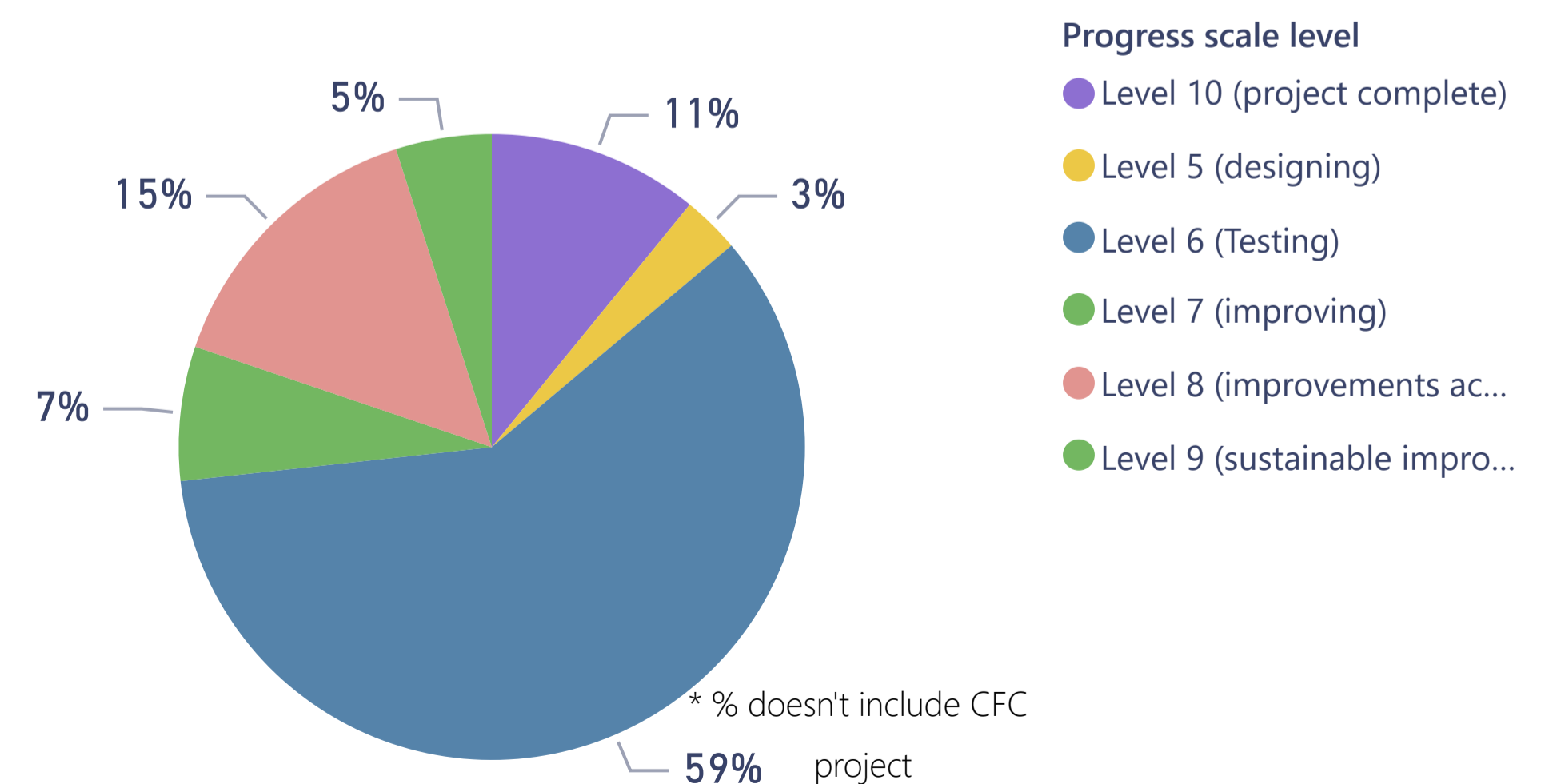
Stretch Outcomes 1-8: Current Status

Overall Rag Key: ● On track ● Off track ● At risk

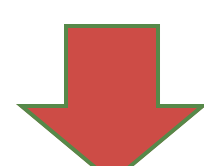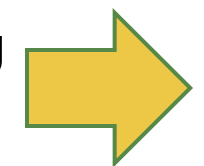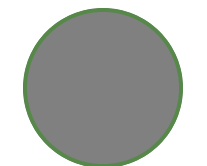| SO	Stretch Outcome	SO Trend	No of. LOIP Project Aims	No. of Live Project Aims	No. of Aims Achieved	No. of Aims Ended	% of New Charters Due Submitted	Overall RAG	Summary and reason for Overall Status
1	No one will suffer due to poverty by 2026.	→	6	5	2	2	N/A	●	All aims live, 1.1 and 1.6 have had project ends approved. 1.2 & 1.5 have started to test but data on impact required. 1.3 showing signs of improvement.
2	400 unemployed Aberdeen City residents supported into Fair Work by 2026.	↑	4	4	1	0	100	●	All projects are now live and actively testing and showing signs of improvement. 2.3 aim achieved. 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	2	0	N/A	●	All projects live, 3.2, 3.4 & 3.5 to be achieved by 2022. 3.2 & 3.4 still to report impact of changes. 3.1 and 3.3 have achieved their aims
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	2	0	N/A	●	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 aim achieved and preparing project end.
5	90% of Children and young people will report that their experiences of mental health and wellbeing have been listened to by 2026.	●	6	3	3	2	0	●	5.1 has achieved aim and project end report on agenda. 5.3 & 5.4 aims achieved & projects ended. 5.2 to be achieved by 2022, but progress impacted by absence of PM - project end report being prepared. Separate report for final aim re eating disorders on the agenda.
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	0	0	N/A	●	6.1 is to be achieved by 2022 with a single change idea being progressed (MCR pathways). Data directly linked to the aim is required - work is ongoing to provide this. 6.2 is preparing a project end and 6.3 now has baseline data and reviewing impact of changes.
7	95% of children living in our priority localities will sustain a positive destination upon leaving school by 2026.	→	3	3	2	0	N/A	●	Aim achieved for 7.1 and 7.3, with project end report on agenda for 7.1 and being prepared for 7.3. 7.2 is progressing new change idea re pathway advocates.
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	0	0	N/A	●	See separate report on the agenda.

Trend ↑ Improving ↓ Declining → Steady ● Baseline data only ★ SO Achieved

Stretch Outcomes 9-16: Current Status

Overall Rag Key 🟢 On track 🔴 Off track 🟠 At risk

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SO	Stretch Outcome	SO Trend	No. of LOIP Project Aims	No. of Live Project Aims	No. of Aims Achieved	No. of Aims Ended	% of New Charters Due Submitted	Overall RAG	Summary and reason for Overall Status
9	30% fewer young people (under 18) charged with an offence by 2026.	⭐	6	5	2	1	N/A	🟢	Aim achieved for 9.3 and project ended. 9.2 aim achieved and 9.1 and 9.5 reviewing data to confirm status. Project end reports being prepared for all 2022 aims and other progressing.
10	25% fewer people receiving a first ever Court conviction and 2% fewer people reconvicted within one year by 2026	⭐	8	7	3	1	N/A	🟢	Aim achieved for 10.1 & project ended. 10.2 and 10.6 aims achieved and project end on agenda. 10.3 preparing project end. 10.7 continues to experience difficulties with data in the CJSW setting.
11	Healthy life expectancy (time lived in good health) is five years longer by 2026.	➡️	8	8	2	0	N/A	🟢	Aims achieved for 11.2 and 11.5. Progress of 11.7 impacted 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	0	0	N/A	🟢	All projects live & progressing. Baseline for 12.7 required, but is being progressed. 12.6 to be achieved by 2022. 12.4 - ABIs in primary care have now recommenced.
	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	0	0	N/A	🟢	All projects live, however only 1 change being tested for 13.2 at present and limited data/feedback on impact of that change being provided at present, however 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	0	0	N/A	🟠	Both projects live. Testing at present for both is limited. 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	2	2	2	N/A	🟢	All 3 projects now live - project end approved for 15.1 and 15.2. 15.3 progressing. Sustainable City Group to consider if further improvement activity is required to support achievement of the Stretch Outcome.
16	100% increase in the proportion of citizens who feel able to participate in decisions that help change things for the better by 2026	⚪	7	0	0	0		🟢	CES including the new SO16 and 7 improvement aims approved by the CPA Board on 30/11/22. Charters for the 7 aims now being developed.

Trend Key: ⬆️ Improving ⬇️ Declining ➡️ Steady ⚪ Baseline data only ⭐ Aim achieved

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	No. of Aims Ended	Overall RAG ▲
→	6	5	2	2	🟠

Project Aim Status

Live Project Ref. ▲	Project Aim	Lead Partner, Project Manager	Project Aim Trend	Project End Due	Locality Link	Current progress scale	Project Progress RAG	Summary and Reason for RAG
1.1	Increase the number of people using community pantries by 20% by 2023.	Cfine, Sam Leys	⬆	N/A - Project Ended	N, S & C	10	⭐	Aim achieved - Project Ended.
1.2	Reduce by 50% the number of homes with an EPC rating of F&G by 2023, leading to 100% by 2026.	ACC, Mel Booth	⚪	End of 2023	S	6	🟠	Data on impact needed. Discussions taken place with letting agents and a communication Plan established for webinar for private landlords and letting agents. Webinar being developed for private landlords. Date to be agreed but expected in Feb 2023.
1.3	Ensure 100% of people presenting as homeless have a full financial assessment and access to all appropriate benefits by 2023.	ACC, Angela Kazmierzak	⬆	End of 2023	None	6	🟠	Project progressing, however the change idea of testing using the Housing Option Officers to complete the benefit check as part of the homelessness assessment has been delayed due to staffing issues. It is expected this change would enable the aim to be acheived, in meantime the Financial Inclusion Team continue to complete the assessments.
1.4	Increase support for those who have been most disadvantaged through the pandemic by 2023.	GREC, Dave Black	⚪	End of 2023	N &S	6	🟠	Data on impact of the changes and progress towards overall aim required - PM gathering this, however dependent on engagement from other partners. 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 which was held 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	Decrease the number of households in extreme fuel poverty in Aberdeen by 4% by 2023; and reduce the rate of socially rented households in fuel poverty in Aberdeen by 8% by 2023.	Scarf, Lawrence Johnston	⚪	End of 2023	N, S & C	6	🔴	Updata and data needed.
1.6	Increase the uptake of unclaimed benefits by 10% across Aberdeen City by 2023.	ACC, Angela Kazmierzak	⬆	N/A - Project Ended	N, S & C	10	⭐	Aim achieved - Project Ended.

Key Outcomes/Activity

Key Issues/Risks

1. Pace & progress of projects 1.2 & 1.5 and data for both on progress towards aim - 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.
2. 1.3 change idea of testing using the Housing Option Officers to complete the benefit check as part of the homelessness assessment has been delayed due to staffing issues. It is expected this change would enable the aim to be acheived, in meantime the Financial Inclusion Team continue to complete the assessments.

Latest Outcomes Framework Data

In September 2022, there were 17,794 people on Universal Credit – up from 17,720 in August.

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	No. of LOIP Aims Ended	Overall RAG ▼
⬆	4	4	1	0	🟢

Project Aim Status

Live Project Ref.	Project Aim ▲	Project Aim Trend	Project End Due	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.	⬆	End of 2023	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. Application to join the Making Living Wage Places scheme made and the Making Aberdeen a Living Wage City Action Plan endorsed by the CPA Board.
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.	⬆	End of 2023	Elevator, Roz Taylor/Kirsty McLaughlin	N, S & C	7	🟢	Project progressing and data showing improvement with 78 referrals of individuals in receipt of universal credits who are investigating starting a business since the start of the programme with 29 individuals starting a business which either takes them off universal credits or significantly reduces their universal credits. No start ups in South or Central localities since August. Project is considering ways to engage partners to increase awareness.
2.3	Support 15 care experienced young people progress to employment through public sector funded employability programmes by 2023.	⬆	Mar 2023	ACC, Angela Taylor	N	8	🟢	Project aim achieved with 15 CEYP have gained employment at Nov 2022. Project preparing a project end report.
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.	⚪	End of 2023	SDS, Nicola Graham	N, S & C	6	🟢	Nicola Graham, SDS has taken on role of PM. Project is progressing a number of change ideas - see key outcomes/activity section. Data on impact to be added for next reporting period.

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.

93.2% of the working population being paid the Real Living Wage in Aberdeen City, a 6.7% increase since 2021.

2.2 Start up businesses – 78 referrals of individuals in receipt of universal credits who are investigating starting a business since the start of the programme with 29 individuals starting a business which either takes them off universal credits or significantly reduces their universal credits.

2.4 Arjo Wiggins PACE support event – 138 attended and were registered with 44 with a priority locality postcode; individuals are currently being supported. We delivered a Jobs Fair following the PACE support event open to all individuals. Approx. 500 individuals attended with 200 pre-registered on Eventbrite with 53 of that 200 with priority localities postcodes. 45 employers and support agencies attended all offering opportunities. Evaluation of employers attending was very positive with employers stating that some had applications in process or had recruited.

DWP – ACC Jobs Fair on 14th September had 1200 attendees and 46 Employers; Hospitality and Retail recruitment fair in September had 500 attendees.

Key Issues/Risks

2.2 No start ups in South or Central localities since August. We have our community business adviser in these areas twice a month. Consider what support other partners could give us in raising awareness?

Latest Outcomes Framework Data

1. In the year July 2021-June 2022 there were an estimated 52,800 people aged 50+ years in employment in Aberdeen – down from 53,300 in the previous year. 2. In the year July 2021-June 2022, 72% of people aged 16-64 years were in employment – down from 73.2% in the year April 2021 to March 2022. 3. In October 2022 there were 5,205 Claimants in Aberdeen City, up from 5,155 in September. At 3.3%, the rate of Claimants is higher in Aberdeen than in Scotland (3.1%). 4.In 2021 there were 860 business births in Aberdeen City, up from 830 in 2020 but lower than the figure for 2019 of 1,065.

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	No. of Aims Ended	Overall RAG
⚪ (grey)	5	5	2	0	🟠 (amber)

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	Project End Due	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	⬆ (green)	End of 2023	ACC, Charlotte Saunders	N, S & C	8	🟢 (green)	Aim achieved with a 214% increase in responsible business partners since Sep 21, with 22 business now working with CPA through CB and CSR activity. The Responsible Business Event was held on 14th November, tying in with living wage week and followed 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.
3.2	By December 2022, increase by 10% the number of people in Aberdeen who: • Have digital access; and • Feel comfortable using digital tools.	⚪ (grey)	Mar 2023	ACC, Emma Shanks	N, S & C	6	🟠 (amber)	Current City Voice asking questions aligned to aim to evidence if it has been achieved. A project end report being prepared and project seeking to gathering data on impact of the changes however are facing challenges in obtaining this, in particular in respect of the second aspect - Chair of Aberdeen Prospers is actively following this up and made connections and was confident that data would be available for reporting in the next period and that it would demonstrate the impact of the changes tested. Project Manager is now on maternity leave.
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	⬆ (green)	End of 2023	RGU, John Issacs/Aberdeen City Council, Charlie Love	None	8	🟢 (green)	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. Impact of changes to be added. RGU is currently working on a mapping exercise to identify providers of Adult/post school qualifications. This will allow a holistic view of the current provision and numbers of students gaining qualifications at this level to be determined. It will also identify the subject areas (eg digital skills, programming) in which provision is strongest and areas where it could be enhanced.
3.4	Increase the number of Modern and Graduate Apprenticeships by 5% by 2022.	➡ (amber)	May 2023	Nescol, Duncan Aberrnethy	N & C	6	🟠 (amber)	Aim is to be achieved by 2022 on basis of financial year. Changes now being tested, with focus groups and information sessions with pupils in St Machar Academy (as the pilot project) have been arranged for 27th January. We will look to repeat the exercise towards the end of the year to better understand awareness (as well as promote opportunities). The collective impact of these changes has yet to be assessed by the Project.
3.5	80% of young people will successfully complete their Modern Apprenticeship programme by 2022.	➡ (amber)	May 2023	Nescol, Ian Runcie	N & S	6	🟠 (amber)	Update needed. Aim is to be achieved by 2022 -project activity is ongoing with a lead for all change identified and data on impact of changes to be included in future updates. All new hairdressing apprentices for this year are being given the opportunity to buy the kit, and a refund programme based on successful outcomes is being devised to incentivise students.

Key Outcomes/Activity

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 the year July 2021-June 2022, 10.4% of people in employment were in elementary occupations – down from 11.2% in the year April 2021-March 2022. 2. In 2022-23 Q2, there were 1,077 MAs currently in training up from 1,031 in Q1. 70.4% successfully completed – similar to the figure in the previous quarter of 70.8%.

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	2	🟢

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	Project End Due	Lead Partner, Project Manager	Locality Link	Current progress scale	Project Progress RAG	Summary and Reason for RAG
4.1	Reduce the number of births affected by drugs by 0.6% by 2022.	⬆	Mar 2023	ACHSCP, Simon Rayner	None	8	🟢	Aim achieved and project end report being prepared.
4.2	Reduce the number of repeat emergency hospital admissions for unintentional injury to children under 5 years by 5% by 2023	⬆	Mar 2023	ACHSCP, Rachel Thompson	None	8	🟢	Aim achieved and project end report being prepared.
4.3	Increase uptake of parenting and family support by 10% by 2022.	➡	Mar 2023	NHSG, Nicola Dickie	S & C	6	🟢	The project are currently reviewing the data to confirm that the aim has been achieved and preparing a project end report for the March 23 Management Group meeting.
4.4	Reduce the number of children starting P1 with an identified speech delay by 5% by 2023.	➡	End of 2023	ACHSCP, Nicola Anderson	None	6	🟢	Project progressing with data being gathered to show impact of changes e.g. SALT referral data at school entry by Health Visitors, as principal referrers, via their electronic record system. Development of multiagency & parent resources are being tested to provide consistent confident early intervention information & signposting to speech & language development support. Other changes are also being designed.

Key Outcomes/Activity

Key Issues/Risks

1. Data to show impact of improvements

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 Aims Achieved	No. of Aims Ended ▲	No. of New Charters Still to be Submitted	Overall RAG
⚪	6	3	3	2	1	🟠

Project Aim Status

Live Project Ref. ▲	Project Aim ▲	Project Aim Trend	Project End Due	Lead Partner, Project Manager	Locality Link	Current progress scale	Project Progress RAG	Summary and Reason for RAG
5.1	Increase to 80%, the number of staff who feel confident about how to directly support, or refer a child for support, and signpost to appropriate services by 2022.	⬆	Mar 2023	ACC, Lisa Williams	N, S & C	8	🟢	Aim achieved and project end report on today's agenda.
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.	⚪	Mar 2023	NHSG, Tracy Davis	N & C	6	🟠	Project reporting was impacted by the absence of the Project Manager. Project now reviewing data to confirm if aim(s) have been achieved as well as the impact of changes tested and preparing a project end report for March 2023.
	100% of schools offer sustainable and equitable access to counselling for those children aged 10 and above who require it by 2022.	⬆ N/A - Project Ended	N/A - Project Ended	ACC, Gael Simpson	None	10	⭐	Aim achieved - Project Ended.
5.4	100% of children and young people have free access to physical activity which improves mental health and wellbeing by 2022.	⬆ N/A - Project Ended	N/A - Project Ended	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	NHSG, Kathryn Kinnera	None	2	🔴	See separate report.

Key Outcomes/Activity

Key Issues/Risks

2. 5.2   Progress reporting impacted by absence of PM.

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	No. of Aims Ended	Overall RAG
→	4	4	0	0	🟢

Project Aim Status

Live Project Ref.	Project Aim ▲	Project Aim Trend	Project End Due	Lead Partner, Project Manager	Locality Link	Current progress scale	Project Progress RAG	Summary and Reason for RAG
6.1	Increase the number of care experienced young people accessing a positive and sustained destination by 25% by 2022	→	Aug 2023	ACC, Larissa Gordon	S	7	🟢	Aim is to be achieved by 2022 based on academic year 2022/23. Data is being reviewed to show if aim has been achieved; impact of MCR pathways and considering connection with 7.1 and pathway associates.
6.2	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.	→	Mar 2023	ACC, Angela Maitland	None	6	🟠	Changes being tested and data showing over the past three years more C&YP who have identified risk factors in their family circumstances have been supported to continue to live within their family with an appropriate multi-agency support plan in place without the need for a compulsory order. Since April 2020 the number of looked after children in Aberdeen City has fallen by circa 15% & while the number of children that Children's SW supports has remained largely consistent (circa 1500), the % of children supported to remain within their family has increased from 77% to 81%. However, it is acknowledged that Aberdeen has a higher percentage of C&YP placed within a fostering setting compared to the national position and that the current aims as worded are contrary to key policy and legislative intentions. A project end report will come to the next meeting setting out outcomes achieved by the project and proposed next steps in alignment with key policy and legislative intentions.
6.3	Increase the number of care experienced young people by 10% receiving multiagency throughcare/aftercare support by 2023.	⚪	By end of 2023	ACC, Isabel McDonnell	None	6	🟢	Current data highlights that 100% of 15 year olds, as per statutory guidance have a pathway plan in place. Individually these plans will highlight the extent to which the pathway plan reflects multi-agency support being provided to the young person, plans are currently being reviewed to explore the extent to which they reflected multi-agency support and whether the improvements taken forward have led to the aim being achieved, as well as areas where further improvement can be made which will contribute to the revision of the Children's Services Plan 2023 – 26

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Key Outcomes/Activity

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 - Alignment of aim to current key policies

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 ▲	No. of Aims Ended	Overall RAG
→	3	3	2	0	🟢

Project Aim Status

Live Project Ref.	Project Aim ▲	Project Aim Trend	Project End Due	Lead Partner, Project Manager	Locality Link	Current progress scale	Project Progress RAG	Summary and Reason for RAG
7.1	Increase the number of accredited courses directly associated with growth areas by 7% by 2023.	⬆	Jan 2023	ACC, Mark Jones	S	9	🟢	Aim achieved - project end on today's agenda.
7.2	Increase the number of vulnerable learners entering a positive and sustained destination by 7% by 2023.	⬇	By end of 2023	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. Following testing of Upstream in NESCOL, now confirming with Upstream Wales that this can be piloted in Lochside and Northfield schools. Advocate posts have been created (0.2 FTE) within each secondary school providing supported and care experienced learners with an opportunity to have an informed advocate in school to advise and support in the area of choices, vocational pathways and future options. Looking at how pathway associates also interface with project 6.1 to ensure maximum impact as early evidence is showing it as a powerful model.
7.3	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.	⬆	Mar 2023	ACC, Caroline Johnstone	None	8	🟢	Aim achieved, all change ideas now being tested, awaiting data on impact of change ideas and a project end report is being prepared for the next meeting.

Key Outcomes/Activity

Key Issues/Risks

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

Overall Progress

SO Trend	No of. LOIP Project Aims	No. of Live Project Aims	No. of Aims Achieved	No. of LOIP Aims Ended	Overall RAG
⚪	4	4	0	0	🟠

Project Aim Status

Live Project Ref.	Project Aim ▲	Project Aim Trend	Project End Due	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		🟠	See separate report - project being reviewed to ensure alignment with incorporation of UNCRC.
8.2	Increase to 100% of staff working directly and indirectly with children who have recevied child friendly city training by 2023.	⬆		ACC, Jade Leyden	None	6	🟠	See separate report - proposal that project be reviewed to ensure alignment with incorporation of UNCRC.
8.3	Increase by 50% the number of communications which are accessible to children and young people by 2023.	⚫		NHSG, Tracy Davis	C	5	🟠	See separate report - proposal that project be reviewed to ensure alignment with incorporation of UNCRC.
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.	⚪		Police Scotland, Davie Howieson	None	5	🟠	See separate report - proposal that project be reviewed to ensure alignment with incorporation of UNCRC.

Key Outcomes/Activity

Key Issues/Risks

1. Pace and progress of project 8.3 & 8.4, no activity reported to date.
2. 8.3 baseline data required.
3. Alignment of the programme with incorporation of UNCRC - see separate report on today's agenda

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	No. of Aims Ended	Overall RAG
⭐	6	5	2	1	🟢

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	Project End Due	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	⚪	By end of 2023	ACC, Julia Milne	N	6	🟢	Project 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. Project to consider if single change will achive the aim.
	and 2. reduce by 5% the number of 16/17 year olds with higher support needs offending by 2022.	⬆️	Mar 2023	ACC, Julia Milne	None	6	🟢	Project end report being preparted for the March Management Group meeting.
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.	⬆️	Mar 2023	Police Scotland, Lisa Kerr	None	8	🟢	Aim has been achieved and the project end will be submitted to the March meeting.
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.	⬆️	N/A - Project Ended	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.	➡️	Mar 2023	Police Scotland, Jordan Walker	N, S & C	6	🟠	The project are preparing a project end report for the March meeting, whilst the aim has not been achieved positive outcomes from improvement activity has been achieved and will be reported on, along with consideration of future improvement activity
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.	⬆️	Mar 2023	ACC, Craig Singer	N, S & C	7	🟢	Project reviewing data and preparing a project end report for the March 2023 Management Group meeting.

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. 9.4 - data for 2021 showing a downward trend

Latest Outcomes Framework Data

1. In 2021, there were 3,015 youth anti-social behaviour calls reported to the Police – up from 2,066 in 2020.

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 Aims Achieved	No. of Aims Ended	Overall RAG
⭐	8	7	3	1	🟢

Project Aim Status

Live Project Ref. ▲	Project Aim	Aim Trend	Project End Due	Lead Partner, Project Manager	Locality Link	Current progress scale	Progress RAG	Summary and Reason for RAG
10.1	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.	⬆	N/A - Project Ended	SPS, Mike Hebden	None	10	⭐	Aim achieved - Project Ended.
10.2	Increase to 30 in total, the number of individuals who are on a custodial sentence, on a Community Payback Order with a Supervision Requirement, on Unpaid Work Orders, on Remand or who have been Diverted from Prosecution who are being supported to make progress on the Employability Pipeline by September 2022	⬆	Jan 2023	SDS, Nicola Graham	N	9	🟢	Aim achieved. Project End report on today's agenda.
10.3	Reduce the number of wilful fires by 10% by 2022	➡	Mar 2023	SFRS, Andy Buchan	None	7	🟢	The 5-year average for Aberdeen city is showing a continued decrease in incident activity as we move into quarter 3, with 269 deliberate fires at year to date - 19% below the target of 334. Aim to be achieved by 2022 and project preparing a project end report for March 2023.
10.4	100% increase in hate crimes reported to police by 2023.	⬆	By end of 2023	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	Decrease the number of incidents of domestic abuse reported to the Police by 15% by 2023.	➡	By end of 2023	ACC, Lucy Simpson	N	6	🟢	Project progressing - 92% of staff attending domestic abuse training believed it has increased their knowledge of domestic-abuse informed practice. Data showing a positive trajectory with in 2021-22 there were 2,597 incidents of domestic abuse in Aberdeen City, down from 2,610 in 2020-21.
10.6	Increase by 15% victims of domestic abuse receiving support by 2022.	⬆	Jan 2023	ACC, Lucy Simpson	C	9	🟢	Aim achieved. Project End report on today's agenda.
10.7	Increase by 10% the number of clients who access assessment/support/ treatment/services in relation to mental health issues:- in Police custody; on a community disposal; in HMP Grampian by 2023.	⚫	By end of 2023	ACHSCP, John Donaghey	None	6	🔴	There are 3 aspects to the aim, baseline/ongoing data is available in respect of prison and custody with improvements being tested. In CJSW 100% of clients are having a mental health assessment through a compassionate conversation with a qualified social worker. This conversation is ongoing and where specialist mental health support is required a referral is made either to the GP/or mental health provider. Due to recording systems, data is not available from CJSW on the number of clients referred and/or accessing MH support/treatment and therefore this setting is unable to evidence progress towards the aim. A discussion needs to take place within CJSW about what they would see as meaningful data to record in areas they need to improve in. It may no longer be relevant for CJSW to consider recording the number of onward referrals in view of potential improvement ideas regarding better quality conversations or embedded MH professionals within CJSW reducing onward referrals in order to maintain better management of a person within CJSW. In light of this, it is proposed that the project focuses solely on the two settings (prison and custody) and that a new separate improvement aim in relation to CJSW is identified once the new recording system is in place and that this project can take the learning gained from the improvements tested.
10.8	Reduce the number of drug related deaths occurring within 6 months of liberation from custody from 10 to zero by 2023.	⬆	By end of 2023	ACHSCP, Fiona Wright	None	6	🟢	Number of drug related deaths occurring within 6 months of liberation from custody has reduced by 5 in 2021.

Key Outcomes/Activity

10.3 First Aberdeen City Fire Skills courses was successfully completed in October 2022, which included 8 young people undertaking 5 days of activities based around team building, effective communication, life skills and fire safety.

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.

10.8 - All 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 setting, clients can receive naloxone within any point of their engagement within Justice Social Work. 7 kits distributed to date.

Key Issues/Risks

1. 10.7 - Baseline data for 1 aspect of the aim still required. Issues re collation of data that can be used as baseline and recorded ongoing within CJSW.

2. 10.7 HMP Grampian have been unable to recruit to OT post, Assistant Psychologist post vacant from December 2022 therefore no further appointments will be provided until replacement in post.

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 ▲	No. of Aims Ended	Overall RAG
→	8	8	2	0	🟢

Project Aim Status

Live Project Ref. ▲	Project Aim	Lead Partner, Project Manager	Project Aim Trend	Project End Due	Locality Link	Current progress scale	Project Progress RAG	Summary and Reason for RAG
11.1	Reduce the rolling 3-year average number of suicides in Aberdeen to below 26 (2019) by 2023.	Police Scotland, Juliet Henderson	→	By end of 2023	N, S & C	6	🟢	Change ideas being progressed and project working on providing data to show impact of the change ideas. See key outcomes.
11.2	Increase opportunities for people to increase their contribution to communities (volunteering) by 10% by 2023.	ACC, Colin Wright	↑	Mar 2023	N & C	8	🟢	Aim has been achieved. The project are currently reviewing the impact of each of the change ideas and ensuring that the improvement is sustained and preparing a project end report.
11.3	Support 100 people to feel confident to promote wellbeing and good health choices by 2023.	ACHSCP, Chris Smillie	⚪	By end of 2023	N, S & C	6	🟢	Project progressing no. of changes including codelivery of MEOC by Lifelong Learning Librarian and Health Improvement Officer to approx. 24 staff. Project to consider if pace and changes enable aim to be achieved.
11.4	Reduce tobacco smoking by 5% overall by 2023	AHSCP, Chris Smillie	↑	By end of 2023	N & C	6	🟢	Changes being progressed with training for Smoke free homes being delivered to Family Learning team in Nov 22. Out of the 59 applications for Health Improvement fund, 9 applications were from organisation who had signed up to the Charter for Smoke Free.
11.5	Reduce youth homelessness by 6% by 2023.	ACC, Graeme Gardner	↑	By end of 2023	None	8	🟢	Data is showing that the rates of homelessness amongst young people (16/17 year old) appears to be steady, with improvement achieved in 21/22 sustained. Data for 22/23 to date is showing an 8% increase amongst young people (18-24 year old) and although this is concerning it is lower that then 23% overall increase in homelessness in Aberdeen this year. Work has started to design better experience of temporary accommodation for 16/17 year olds, which in the long term may also see reduction in youth repeated youth homelessness.
11.6	Increase the number of unpaid carers feeling supported by 10% by 2023.	Quarriers, Andrew Falconer	⚪	By end of 2023	N & S	6	🟢	project progressing - the Respitality Bureau is currently the main focus and a campaign to promote and engage with businesses to commence.
11.7	To support 50 low income families in priority neighbourhood to improve eating behaviours and adopt positive lifestyle choices to help towards a healthy weight by 2023.	NHSG, Tracy Davis	⚪	By end of 2023	N, S & C	6	🔴	Update needed. Project impacted by PM absence and recruitment of families to participate in the project has been challenging.
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.	NHSG, Lucy McLeod	⚪	By end of 2023	N & C	6	🟢	Classes beginning to take place with in-house Physio team at 2 locations w/c 16th January. Westburn and Northfield Sport Aberdeen sites. Assessments for Pulmonary Rehab and 6 week rolling classes. Will begin impact monitoring in February update. Data metrics are available and report will be updated for next month. The change idea to test a personalised PR Programme which would complement the My COPD App is being removed due to issues with licensing.

Key Outcomes/Activity

11.1
- Advertising and promotion of the Suicide Prevention App across various media platforms has seen the download rate almost double in less than one year. Between 1 Jan and 17 October 2022, 6513 people across Aberdeen City have used the Suicide Prevention App. By 17 Oct 2022, 23,383 people in Aberdeen had accessed the suicide prevention website. Since mid-2021 website traffic has more than doubled. There are clear peaks in usage in late spring/early summer and late summer where usage, briefly, more than doubles. This correlates with peaks in deaths by suicide seen in Police data. The 25-34 age group account for the most common users at 25% of those accessing the website.
- Well Service where police officers have the ability to make referrals for people in immediate crisis, including suicidal concerns was tested with 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 In the period 2017-21, an estimated 15% of people in Aberdeen City were 'current smokers' – down from 18% in the period 2016-19 and lower than the percentage for Scotland of 16%.

Key Issues/Risks

Pace and progress of projects 11.4, 11.5 and 11.7 - will pace enable aims to be achieved?
11.5 data for 22/23 to date is showing an 8% increase in youth homelessness amongst young people (18-24 year old)

Latest Outcomes Framework Data

1. In 2017-21, an estimated 71% of adults were meeting recommended guidelines for levels of physical activity. This is slightly higher than the rate for the period 2016-19 of 70% and higher than the rate for Scotland of 66%. 2. In 2017-21, an estimated 36% of adults in Aberdeen City had a long-term illness (includes both limiting and non-limiting illness). This is slightly higher than the figure of 35% for the period 2016-19, but considerably lower than the figure for Scotland of 47%. 3. In 2017-21, an estimated 36% of adults in Aberdeen City had a long-term illness (includes both limiting and non-limiting illness). This is slightly higher than the figure of 35% for the period 2016-19, but considerably lower than the figure for Scotland of 47%.

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	No. of Aims Ended	Overall RAG ▲
9	9	0	0	🟢

Project Aim Status

Live Project Ref. ▲	Project Aim	Project Aim Trend	Project End Due	Lead Partner, Project Manager	Locality Link	Current progress scale	Project Progress RAG	Summary and Reason for RAG
12.1	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.	⚪	By end of 2023	ACC, Steve McConnachie	None	6	🟢	Project progressing - see key activity.
12.2	To decrease the number of 13 and 15 year olds who have reported using substances in Aberdeen to below the national average by 2023, through curriculum delivery and a whole population approach.	⚪	By end of 2023	ACC, Niki Paterson	None	6	🟠	New guidance is in the final stages of publication making a more accessible and streamlined reporting procedure through digitalisation. Will be issued to schools term 3.The number of report incidences increasing thorough an improved reporting procedure, this is recognised as 'positive' risk as the number of unknown pupils are a concern. 3 schools have been established to target with a combined package of policy guidance, staff training and curriculum resource support. New curriculum resources supporting nursery to S5 have been shared with specific schools.
12.3	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.	⬆️	By end of 2023	ACC, Lucy Simpson	N	6	🟢	Dates for training on alcohol awareness for Housing officers have been arranged. Changes have been made to the Alcohol Aberdeen website to allow for a more detailed breakdown of locality information still awaited. Marketing campaign run in Nov/Dec 22 to boost numbers of those in contact with the website and receiving information. Other changes being explored.
12.4	Increase the number of alcohol brief interventions delivered by Primary Care providers and other professionals to above levels achieved in 17/18 by 2023	🔻	By end of 2023	NHS, John Mooney	None	6	🟠	As at Nov 2022 there has been a 24% increase in ABI's carried out in Wider Settings from April-Jun 2022 to Jul-Sep 2022. ABIs in primary care have now recommenced. Looking at Housing Officers delivering ABIs with the potential to reach ~22,000 social housing tenants.
12.5	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.	➡️	By end of 2023	Fraser Hoggan, ADA	N & C	6	🟢	Alcohol Campaign 'Foos Yer Booze' launched in Q3 and survey data provided – sample size 455 which is very strong for a two/three weeklong social media led campaign.
12.6	Reduce the incidence of fatal drug overdose through innovative developments and by increasing the distribution of naloxone by 10% year on year by 2022.	🔻	Mar 2023	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 on this. Data on kits supplied for Q2 is showing an increase from previous quarter. Project preparing a project end report for March 23.
12.7	Increase opportunities for individuals who have been at risk of Blood Borne Viruses, being tested and accessing treatment by 2023.	⚫	By end of 2023	NHS, John Mooney	C	6	🟠	Baseline data is still required, but assurance given data will be available for next meeting. Opportunities for individuals who have been at risk of BBV to be tested has increased through the cepheid machine which is mobile and allow us to develop testing in different ways and in venues at the heart of the community and providing choice for individuals. This is currently being tested with the Liver Service Nurses at 5 locations, Afghan/Ukraine refugees; ADA Needle Exchange and now to be tested at HMP Grampian. Postal Self Test Kits are also being sent out.
12.8	Increase uptake of drug treatment and specifically within Locality Areas by 10% each year by 2023.	➡️	By end of 2023	Simon Pringle, ADA	N & C	7	🟢	With 1 quarter still to go, the numbers for engagement with ADA for each of the priority postcode areas are on target to increase by more than 10% (indeed AB11 and AB24 have already exceeded the averages).
12.9	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.	➡️	By end of 2023	ACHSCP, Simon Rayner	N & C	6	🟢	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.

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 - Police Scotland's rollout of Naloxone to officers in North East Division has started with 120 Naloxone kits are being distributed to operational officers who are being trained in the use of the intra-nasal sprays. As of w/c 12/12/22 the following ACC service points are stocking Naloxone: Marischal College Housing Team, Cummings Park Centre, Kaimhill Centre, West North Street, Len Ironside Centre, Spring Gardens, Unpaid Work, Court Team, Central Library, There was a 77% increase in the total No. of Naloxone Kits Supplied (not including SAS) in Q2 22/23 compared to Q1. Similarly, over this period there was a 71% increase in the total No. of Naloxone Kits Supplied to 'Persons at Risk' (exc. spare supplies & SAS). 20 kits were reported as used in Q2 an 82% increase compared to the same period in the 21/22 and a 33% increase since Q1 of 22/23.

12.8 - New Sharp Response service -data for 1 Oct to 31 Dec 2022 shows there has been 226 referrals of unique individuals over the 2 components of the project (mobile needle exchange and crisis intervention/re-engagement service) with 54 receiving a service through the mobile needle exchange and 181 through the crisis intervention/re-engagement. In addition, there were 56 referrals from Police Scotland/Kittybrewster Custody Suite.

Key Issues/Risks

1. 12.6 - Aim to be achieved by 2022, is pace of testing going to achieve this?
3. 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).

Latest Outcomes Framework Data

1. In 2017-21, an estimated 25% of adults in Aberdeen City drank to hazardous/ harmful levels (over 14 units per week). This is unchanged from the period 2016-19 and slightly higher than the rate for Scotland of 24%. 2. In Q1 2022/23, 117 people in Aberdeen City accessed specialist alcohol treatment services – similar levels to the previous quarter when 115 people accessed treatment. 3. In Q1 2022/23, 116 people in Aberdeen City accessed specialist drug treatment services – up from 104 in the previous quarter.

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 ▲	No. of Aims Ended	Overall RAG
⬆	3	3	0	0	🟢

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	Project End Due	Lead Partner, Project Manager ▲	Locality Link	Current progress scale	Project Progress RAG	Summary and Reason for RAG
13.1	Reduce public sector carbon emissions by at least 7% by 2023.	➡	By end of 2023	ACC, Kat Ramsay	None	6	🟢	Project progressing with 73 green champions and 3 initiatives ongoing - Food waste; Collecting winter clothes for Ukrainian and Iranian Men and Art collection containers-reuse/pass it on. 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	Reduce the generation of waste in Aberdeen by 8% by 2023.	➡	By end of 2023	ACC, Pam Walker/Kris Hultman	C	6	🟠	Only one change being tested at present 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? Project considering further changes to test and to be disucssed at the next SCG.
13.3	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.	⚪	By end of 2023	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. A city-wide publicity campaign is being run, in order to gather volunteers for the group, as well as start to establish similar groups in other priority areas.

Key Outcomes/Activity

13.1 73 green champs now active, a 40% increase since Jan 22. Since Jan 22, 30 staff carbon initiatives have been run saving 38.769KgC02e.

13.2 Since April 2021 there has been a monthly increase in the no. of reusable menstrual product libraries available across the city. In particular since Aug 22 there has been a 40% increase to Oct with an increase from 65 to 91 product libraries. 91 product libraries are now located across the city (21 North, 52 central and 18 South) and are open for the public to collect Reusable menstrual products. A map showing where people can access products has been developed and is on the council website Free Period Products | Aberdeen City Council Also, newly developed social media posts went out recently.

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. Promotion campaign ongoing and have resulted in 2 direct contacts for more information on setting up a community group – Midstocket and Rosemount area - follow up made. Community emergency Resilience boxes x 47 delivered in December/ Jan

Key Issues/Risks

1. 13.1 - data on impact of initiatives being taken forward by all partner green champions being collected.
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 data reported since July 22. Plans for future testing involving the green champions being explored.

Latest Outcomes Framework Data

In 2021, 93,747 tonnes of household waste were generated – down from 95,919 tonnes in 2020.

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 ▲	No. of LOIP Aims Ended	Overall RAG
→	2	2	0	0	🟠

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	Project End Due	Lead Partner, Project Manager	Locality Link ▲	Current progress scale	Project Progress RAG	Summary and Reason for RAG
14.1	Increase % of people who walk as one mode of travel by 10% by 2023.	→	By end of 2023	Nestrans, Kelly Wiltshire	N & C	6	🟠	Project just testing one change at present. Project to show impact of the changes on the overall aim and consider if change(s) and pace will achieve the aim. Data from pedestrian counters to be analysed.
14.2	Increase % of people who cycle as one mode of travel by 2% by 2023.	→	By end of 2023	Nestrans, Kelly Wiltshire	N, S & C	6	🟢	Big issue E-Bike Hire Scheme in Aberdeen was launched in early November 2022. In first month, 1,243 users registered, and 1,823 rides were completed. 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. Data from cycling counters to be analysed.

Key Outcomes/Activity

14.2 The North East Cycle Hub is being developed with contracts awarded for the project to be delivered. The project will upcycle cycles and then either sell them on at an affordable reduced cost to help sustain the project and the upcycled cycles will also be given free to people who need them(along with a helmet, lock, lights and information pack). Project will formally launch early this year

Key Issues/Risks

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 ▲	No. of Aims Ended	Overall RAG
⚪	3	2	2	2	🟢

Project Aim Status

Live Project Ref.	Project Aim	Project Aim Trend	Project End Due ▲	Lead Partner, Project Manager	Locality Link	Current progress scale	Project Progress RAG	Summary and Reason for RAG
15.3	At least 23 organisations across all sectors in Aberdeen pledging to manage at least 10% of their land for nature by 2023 (23BY23) and at least 26% by 2026 (26BY26).	⚪	By end of 2023	ACC, Steven Shaw	S	6	🟢	Project progressing - see key outcomes.
15.1	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.	⬆	N/A - Project Ended	ACC, Steven Shaw	N, S & C	10	⭐	Aim achieved - Project Ended.
15.2	Increase community food growing in schools, communities and workplaces by 12 2023.	⬆	N/A - Project Ended	ACC, Steven Shaw	N, S & C	10	⭐	Aim achieved - Project Ended.

Key Outcomes/Activity

1. 15.2 • Aim achieved with 45 food growing projects in schools, communities, and workplaces as at November 2022, an increase of 42 since February 2022. 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
2. 15.3 The Aberdeen Climate and Nature Pledge launched 16th November 2022. It's open to businesses, organisations and members of the public to pledge their support to our city-wide goals of reducing emissions, adapting to the effects of climate change, and restoring nature across our city. We encourage everyone to join us – the pledge can be viewed and signed here: https://www.aberdeencity.gov.uk/net-zero-aberdeen/aberdeen-climate-and-nature-pledge

Key Issues/Risks

STRETCH OUTCOME 16: 100% increase in the proportion of citizens who feel able to participate in decisions that help change things for the better by 2026

Overall Progress

SO Trend	No of. LOIP Project Aims	No. of Live Project Aims	No. of Aims Achieved	No. of Aims Ended	Overall RAG ▼
⚪	7	0	0	0	🟢

Live Project Ref.	Project Aim	Project Aim Trend ▼	Lead Organisation, Project Manager	New/Revised Project Charter Due	Current progress scale	Project Progress RAG	Summary and Reason for RAG
	Increase the rate and representativeness of the response to Aberdeen City Voice to 63% by 2024.	⚪	ACC/GREC	TBC	2	🟢	Project Team and Charter being developed.
	100% of decisions which impact on children and young people are informed by them by 2026 (LOIP Stretch Outcome 8).	⚪	ACC/Police Scotland/NHSG	TBC	2	🟢	Project Team and Charter being developed.
	Increase the number of community ideas identified within locality plans being tested by CPA and partners where communities are involved in the design process to at least 50% by 2024.	⚪	ACC	TBC	2	🟢	Project Team and Charter being developed.
	Increase number and diversity of community members participating in community planning at a meaningful level (Rung 5 and above) by 100% by 2024.	⚪	ACC/ACHSCP	TBC	2	🟢	Project Team and Charter being developed.
	70% of community led organisations feeling supported by partners to access funding for community led initiatives by 2025.	⚪	ACVO	TBC	2	🟢	Project Team and Charter being developed.
	Increase awareness of community led projects across the City and help celebrate and promote at least 70% of known community led projects by 2024.	⚪	SHMU	TBC	2	🟢	Project Team and Charter being developed.
	Increase the number of people (staff and communities) who state they they have the skills, tools and support they need to work together to make improvements in the community by 50% by 2025.	⚪	NHSG/Grampian Engagement Network	TBC	2	🟢	Project Team and Charter being developed.

Key Outcomes/Activity

Community Planning Aberdeen Board approved a new Community Empowerment Strategy on 30 November 2022 which will see partner organisations striving to ensure all communities across the City have the opportunity to be equal community planning partners. A hard launch of the new strategy will follow in the New Year with details of ways staff and communities can get involved in taking forward the 7 new improvement projects within the strategy.

Key Issues/Risks

Locality Empowerment Groups have not met during 2022. It has been agreed that these will resume at the beginning of 2023.

Improvement Project Key
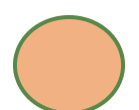
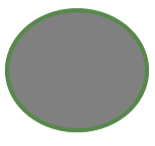**Overall Rag Key**   ● On track   ● Off Track   ● At Risk   Project Ended
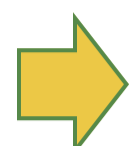
Trend Key: ⬆ Improving   ⬇ Declining   ➡ Steady   ● Baseline data only   ● No data

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

Reducing Blood Borne Viruses: A Spotlight on Improving Access to Rapid Community Testing

RAPID TESTING FOR HEP C INFECTION

What are we trying to achieve?

We are aiming to increase opportunities for individuals who have been at risk of Blood Borne Viruses (BBVs), being tested and accessing treatment.

What are we testing?

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

- A **Cepheid Machine** which allows testing for Hepatitis C to be offered in the heart of our communities (alongside testing for Hepatitis B and HIV) providing individuals with direct access to treatment.
- A public awareness campaigns highlighting the opportunity to cure people of Hepatitis C and tackling the stigma associated with HIV. This also includes a new HIV quiz to check your knowledge of HIV and find out where you can get tested, treated and supported if necessary.

- A Healthpoint was developed within the Aberdeen Vaccination Centre to highlight BBVs in the community and the availability of testing, treatment, diagnoses and support in addition to providing free condoms.

Why use new technology?

The Cepheid machine:

- Completes a quick finger prick test, producing a Hepatitis C result within an hour. If someone is reactive for Hepatitis C, treatment can be arranged to start within the same appointment.
- Is mobile which means testing can be offered testing in venues at the heart of the community, giving people flexibility in choosing where to come for a test. Some people would never be tested without the use of Cephied in some settings.
- Testing for Hepatitis B and HIV is also offered via Dry Blood Spot (DBS) Testing, a similar finger prick method but slightly longer result turnaround times (generally within a week).
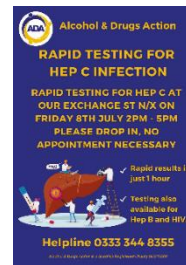
Where was testing completed?

- Initial testing of the Cepheid Machine started in **May 2022**. Testing was completed in specific locations including - Timmermarket, Fulton Clinic and within Aberdeen City community pharmacies.

What outcomes have been achieved?

- **33** samples obtained using the machine, **99%** in a community setting.

Location of Cepheid Test

- Needle exchange
- Inpatient
- Community pharmacy
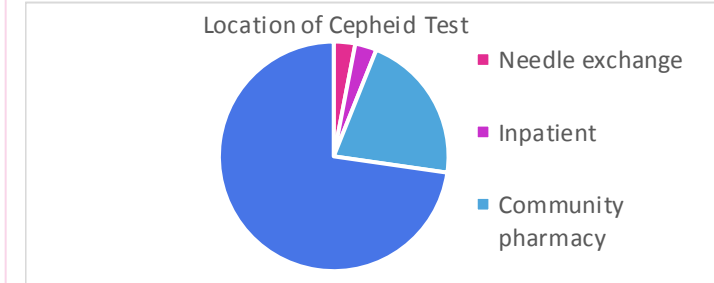
- Of the **33**, **27** tests processed and **6** failed.
- Hepatitis C reactive was detected in **5** cases, **all cases** have commenced treatment.

What is the learning?

- Offering testing in this way appears to engage people that would otherwise not come forward for testing. The test is seen as accessible and as both methods (Cepheid and DBS) are similar, using Cepheid also increases testing for Hepatitis B and HIV.
- Not everyone would wait for result (even within the hours) and requested a call to inform them of the result. This is feasible but misses the opportunity to start treatment on the same day.
- Easier to engage whilst test and result in same day and still motivated to discuss for treatment

What's next?

- Looking to offer Cepheid testing in January in prison and other custodial settings.
- A Health Care Support Worker been recruited to offer Cepheid and DBS testing across all City Drug & Alcohol services.

Project Leads: Penny Gillies, Pauline Dundas, (Public Health, NHS Grampian) & Simon Rayner (ACHSCP)
For more information this project visit: https://communityplanningaberdeen.org.uk/stretch-outcome-12/

Community Planning Aberdeen
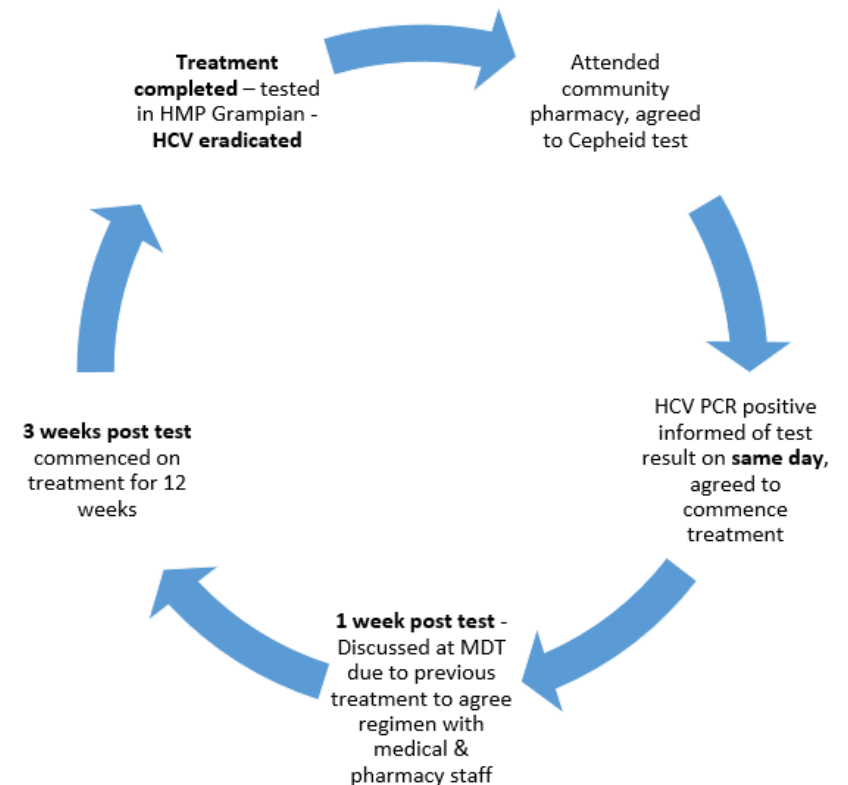
What impact has this had?

Example of trying to engage an individual in BBV testing prior to Cepheid machine: Person A was known to have risk of BBV due to prior injecting use of substances. Person A not on any opiate replacement therapy (ORT) so did not attend a community pharmacy (where DBS testing can be completed). Person A was known to have Hepatitis C Virus (HCV) antibodies, but no test had been completed to confirm ongoing infection (HCV PCR). However, had through other routine medical appointments suggested they would like treatment if required.

Person A attends hospital and cannot have a traditional sample (blood) taken. A DBS sample is obtained and their liver is checked for fibrosis via a scan. The test result is returned around 16 days later but the person has been discharged. The person is contacted several times but there is no response. A month later the person is reviewed by a Community Psychiatric Nurse, who lets them know their test result and refers them for treatment. It is around **two months** from the test being completed to the person starting treatment.

If using Cepheid: The patient would have had the result on the same day and treatment agreed whilst still an inpatient and the process would have been smoother and quicker and potentially would have be cured of their infection in the same timeframe (treatment usually taking anything between 8-12 weeks to complete).

Engagement with Cepheid machine available: Person B is known to be injecting substances and has been in and out of prison previously. They self-report sharing injecting equipment, which presents a risk of infecting others with BBVs. Person B has some recall of being treated previously whilst in prison but cannot remember if they cleared (cured) the virus. When tested again; result shows ongoing infection. They are offered an appointment to attend for treatment but do not attend. They latterly attend a community pharmacy where Cepheid is being offered:

Treatment completed – tested in HMP Grampian - **HCV eradicated**

Attended community pharmacy, agreed to Cepheid test

HCV PCR positive informed of test result on **same day**, agreed to commence treatment

1 week post test - Discussed at MDT due to previous treatment to agree regimen with medical & pharmacy staff

3 weeks post test commenced on treatment for 12 weeks

Cepheid re-engaged this person in treatment and cured them of their virus quicker and reduced the risk of onward transmission to others.

Community Planning Aberdeen

Progress Report	Project End Report:5.1 Increase to 80%, the number of staff who feel confident about how to directly support, or refer a child for support, and signpost to appropriate services by 2022.
Lead Officer	Eleanor Sheppard – Chair of Children's Services Board
Report Author	Lisa Williams
Date of Report	21.12.22
Governance Group	CPA Management Group – 18 January 2023

Purpose of the Report

This report presents the results of the LOIP Improvement Project 5.1 'Staff Confidence in Supporting Children's Mental' and seeks approval to close this project.

Summary of Key Information

1. **BACKGROUND**

1.1 The volume of children accessing support from guidance staff is far greater than pre-coronavirus pandemic and the seriousness of concerns has increased. This includes a rise in concerns of suicide, self-harm, eating disorders and substance use. Guidance staff are concerned about young people's mental health more now than ever. School counselling lists are very full and young people are being placed on long waiting lists. Young people say that they are not aware of support services that are running or how to access these.

1.2 All staff based in schools have a role to play in directly supporting, referring or signposting children and young people to appropriate mental health and wellbeing supports or services. Staff must be given the appropriate training opportunities and resources to be confident in their role. Those directly supporting children and young people with more serious mental health concerns need to be supported in their roles to deliver safe, high-quality, evidence-based, relational approaches while maintaining their own resilience and wellbeing.

1.3 Staff in schools will have different levels of knowledge and awareness of how and where to signpost children and young people. To ensure consistency, staff must have easy access to information/resources to help signposting and/or referral of children and young people to relevant local and national supports and services.

1.4 For this project baseline figures were taken from surveys conducted with Northfield Academy staff. (Please note that these figures are therefore estimates and based on a population proportion which is a fraction of the population that has the same characteristic.)

1

Baseline figures:

I feel confident that I have the skills to start a conversation with a child or young person who is showing changes in behaviour that might indicate a mental health issue.

55% Agree or strongly agree.

I feel confident that I can support children and young people's mental health and wellbeing consistent with my role

55% Agree or strongly agree.

I feel confident of how and where to signpost young people to appropriate self-help activities, peer support or other agencies and resources

55% Agree or strongly agree.

2. IMPROVEMENT PROJECT AIM

2.1 Against this background, the CPA Board approved the project charter for the initiation of an improvement project which aimed to 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.

2.2 This multi-agency project team agreed to focus on staff in our education settings initially with the view to scaling up and cascading the approaches in other settings if successful.

3. WHAT CHANGES DID WE MAKE?

3.1 The following changes were tested by the project:
- Offered monthly drop-in group supervision sessions to allow professionals to share, normalise and develop positive working relationships through shared experiences. (Sessions offered from January to June.)
- 1-1 supervision sessions offered for guidance staff. Staff are now able to access fortnightly 1-1 sessions at Harlaw Academy & Bucksburn Academy.
- Developed a signposting framework for practitioners to support children, young people and their families.
- Implemented whole school e-learning to ensure practitioners are confident in their role in directly supporting, signposting or referring pupils. Online live training sessions have been offered to PSA staff by ESO team. 'CLPL & Resource Suggestions' Thinglink created. (CLPL – Career Long Professional Learning).

4. HAVE OUR CHANGES RESULTED IN IMPROVEMENT?

4.1 Yes, the project has achieved its aim. All ACC education staff were surveyed in November 2022. Figures show that 31% increase in the number of staff **who agree or strongly agree** that they can now support children and young people's mental health and wellbeing, with 86% reporting this. (See below.)

2

I feel confident that I can support children and young people's mental health and wellbeing consistent with my role.

More Details

● Strongly agree   84
● Agree   260
● Disagree   50
● Strongly disagree   4
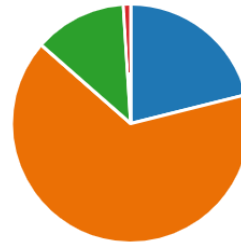
Figure 1.1 Confidence Levels Linked to Supporting C&YP's Mental Health

4.2 Staff are now more confident when starting a conversation with a child or young person who is showing a change of behaviour that might indicate mental health issues - **91% agree or strongly agree.** (See below.)

I feel confident that I have the skills to start a conversation with a child or young person who is showing changes in behaviour that might indicate a mental health issue.

More Details

● Strongly agree   93
● Agree   270
● Disagree   33
● Strongly disagree   2
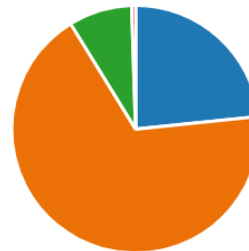
Figure 1.2 Confidence Levels Linked to Starting Conversations When Changes in Behaviour are Evident

4.3 Staff are now more aware of the services available to support learners & families across ACC as a result of the detailed Prezi presentation https://prezi.com/view/Oflk5boc7c07oz9QETpj/ which offers a short description of all Tier 1, 2 and 3 services. The survey advised that 67% of staff felt confident of how and where to signpost children and young people to appropriate self-help activities, peer support or other agencies and resources. Whilst this is an increase of 12% does not reach the 80% target aimed to achieve. This project group felt that focus required in relation to this element of the project could be undertaken by the newly formed Mental Health Collaborative.

3

I feel confident of how and where to signpost children and young people to appropriate self-help activities, peer support or other agencies and resources.

More Details

🔵 Strongly agree	43	
🟠 Agree	225	
🟢 Disagree	121	
🔴 Strongly disagree	9	

Figure 1.3 Confidence Levels Linked to Signposting to Appropriate Self-Help Activities and Peer Support or Other Agencies.

4.4 Group sessions were offered across ACC (Guidance Teachers). Themed sessions were offered to encourage engagement. 50% of ACC secondary schools were represented. Anecdotal evidence suggested the sessions were worthwhile, although numbers were small. We increased signposting linked to these sessions in May to encourage more guidance staff to participate. Number of participants continued to be small in May and June. Following review of the session attendance and feedback, a decision was taken to reintroduce Network meetings in place of these group sessions.

4.5 Recruitment issues resulted in a delay initially in testing 1to1 supervision. Dedicated one to one supervision has meant that work can be examined closely, and sessions are relevant to the experience of the supervisee. The supervisor has no management responsibility. The supervisor is responsible for developing a safe, supportive and reflective space that enables the supervisee to explore thoughts, feelings and responses to work based experiences. Initial feedback from staff who have participated in the one to one sessions has shown that this has been a welcome addition to professional support available, stating that the time to reflect and listen to advise has been appreciated. One to one sessions will continue to be tested in the two schools for a further 6 months, at which time will be further reviewed and scale up considered.

4.6 Staff have access to a wide range of CLPL & resource suggestions which increases confidence levels when supporting learners & families. One such resource is Thinglink which Figure 1.4 below shows that since introduction in May 2022, views have increased per month with staff continuing to access the Thinglink, increasing to 603 views by December.

Number of views of Thinglink.
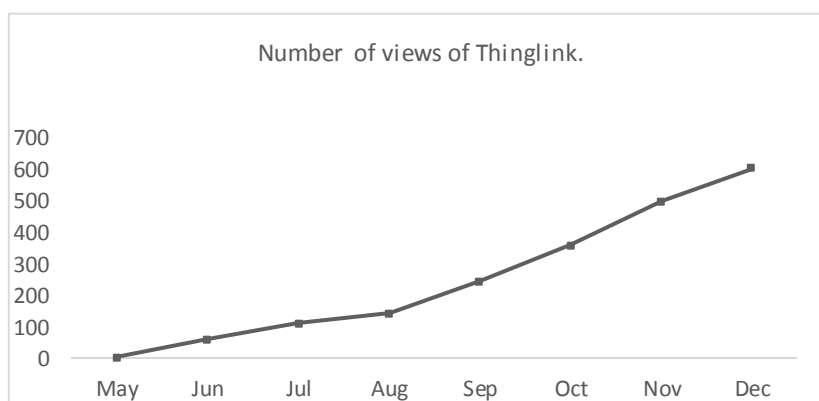
Figure 1.4 CLPL & Resources Thinglink Views

5. HOW WILL WE SUSTAIN THESE IMPROVEMENTS?

5.1 The data shows that the aim has been achieved, with all of the change ideas reviewed and embedded as business as usual with the following in place to ensure ongoing promotion and review of the changes to ensure that the improvement is sustained:

- Thinglink 'Supporting Children's Mental Health - CLPL & Resource Suggestions' [Supporting Children's Mental Health — ThingLink](#) - The Thinglink is available to all via SharePoint and will be promoted on an ongoing basis.
- Signposting Prezi https://prezi.com/view/OfIk5boc7c07oz9QETpj/ - The Prezi was showcased at a recent Head Teachers meeting and the link has been made accessible to all staff. In order to ensure that all ACC staff have access to the presentation it will also be uploaded on to Aberdeen Protects and will be promoted on an ongoing basis..
- 1-1 supervision process is now established. Evaluation of this support offer will be monitored as it progresses. If the supervision continues to evidence benefits, we will look to offer similar support on a wider basis across the city.
- Ongoing LIAM (Let's Introduce Anxiety Management) training programme will continue to be offered across all schools.

5.2 The results of our questionnaire would also indicate that further focus is required in order to increase confidence levels linked to signposting for self-help/peer support or other agencies. We feel that the work required here could be undertaken by the recently established Mental Health Collaborative and considered as part of the development of the revised Children's Services Plan. Members of the group will offer their time to support the Mental Health Collaborative in order to ensure progress continues, if appropriate.

6. HOW WILL WE MONITOR THESE IMPROVEMENTS?

6.1 Ongoing review of our support to staff in relation mental health interventions in schools sit with the Quality Improvement Manager and Health & Wellbeing working group. An annual survey will be undertaken to ensure that the improvements are maintained and also to support identification of any other areas of support required by staff. Should other settings adopt the improvements as set out in section 7 below, the questionnaire will be shared to ensure that a consistent approach to evaluation of the improvements are taken.

6.2 Should it be agreed that the project is ended, the data recorded will continue to be monitored and reported to the Children's Services Board, as well as added to the Outcomes Framework/Improvement programme Dashboard to ensure that performance continues.

7. OPPORTUNITIES FOR SCALE UP AND SPREAD

7.1 Initially the focus involved staff in our education settings with the view to scaling up and cascading the approaches in other settings if successful.

7.2 If evaluations continue to reflect positive outcomes, then supervision sessions which offer meaningful support through quality professional dialogue for all guidance staff across Aberdeen City Council could be recommended.

7.3 The 'Signposting Prezi' and 'Supporting Children's Mental Health' Thinglink will be available on Aberdeen Protects to ensure all agencies can access the documents/resources and this will be promoted by the Children's Services Board, along with the outcomes of the project, to all partner organisations supporting children and young people. Moving forward the resources created could also be shared through the Family Support Model.

5

Recommendations for Action

It is recommended that the CPA Management Group:

i) Agree to recommend to the CPA Board that testing is concluded and that this Improvement Project is brought to an end on the basis that the most recent questionnaire results were able to demonstrate that the aim had been achieved with over 80% of teaching staff can confidently support children and young people's mental health and wellbeing consistent with their role;

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 results of the questionnaire would also indicate that further focus is required in order to increase confidence levels linked to signposting for self-help/peer support or other agencies and agree that improvements required be considered by the recently established Mental Health Collaborative and as part of the development of the revised Children's Services; and

iv) Endorse the opportunities for scale up and spread of the improvements as described above.

Opportunities and Risks

There is an opportunity to further build on the work from this project in line with the Mental Health Collaborative which recently obtained Children's Services Committee approval.

CONSULTATION

5.1 Project Team
Stretch Outcome 5 Sub Group

Contact details:

Lisa Williams
Quality Improvement Officer
liwilliams@aberdeencity.gov.uk

6

Community Planning
Aberdeen

Progress Report	7.1 Redesign of the Senior Phase Increase the number of accredited courses directly associated with growth areas by 7% by 2023.
Lead Officer	Mark Jones (ATA Group)
Report Author	Mark Jones
Date of Report	12.12.22
Governance Group	CPA Management Group – 18th January 2023

Purpose of the Report

This report presents the results of the LOIP Improvement Project Aim to *increase the number of accredited courses directly associated with growth areas by 7% by 2023* and seeks approval to *end the project.*

Summary of Key Information

1 BACKGROUND

The impact of Covid-19 has demonstrated the vulnerability of our economy and the pandemic has accelerated workplace changes in a speed and manner we could never have envisaged. It is clear that the world of work has fundamentally changed and that school leavers will be facing a different workplace in the future. We can anticipate that in addition to job specific skills, young people and adults alike will need to have the ability to learn and update skills throughout their life so that they are able to take their place in an increasingly complex and competitive economic landscape.

Nationally, the Scottish Government has identified key sectors that have the potential to make Scotland more economically competitive. Locally, the Regional Economic Strategy outlines key growth sectors for the region to make Aberdeen more economically competitive. These include: Energy/Oil and Gas; Food, Drink and primary industries; Tourism, Life Sciences, Digital and Entrepreneurship. Additionally, we know that there are also growth opportunities in Health and Social Care and Early Learning and Childcare. Opportunities within construction are also evident given the infrastructure projects planned within our Economic Strategy.

In order to grow, these sectors need to have the right elements in place. A key element is a supply of people with the right skills and qualifications, and ongoing upskilling and future focused leadership within the sectors.

1

There is widespread agreement that school leavers over the next few years will be more negatively impacted than their peers who left school pre-lockdown. There are some groups of young people who will be impacted more than others. These include:

- Those who are disabled as a result of less extensive pathways being available to support transition and employment opportunities
- Girls who are most likely to leave school and take up relatively low skilled jobs in sectors which have diminished
- Those living in poverty as levels of poverty and all of the risk associated with living in poverty will have been exacerbated by the pandemic
- Those who are people from ethnic minority communities, including Gypsy/Travellers and European minorities – a community more likely to be unemployed, on zero-hour contracts and occupying low paid and in 'at risk' roles
- Care Experienced Young People who are already at a disadvantage in accessing employment, training, etc and sustaining that. There is a risk that this group will be pushed further down the labour queues.

Whilst other improvement aims are looking at specific improvements to support the impact experienced by the groups above, this aim looked at improving the number of accredited courses directly associated with growth areas.

2. IMPROVEMENT PROJECT AIM

2.1   Against this background, in August 2021 the CPA Board approved the project charter for the initiation of an improvement project which aimed to Increase the number of accredited courses directly associated with growth areas by 7% by 2023.

2.1.1   Successfully achieving this aim would demonstrate that there was an impact being seen in changing the Senior Phase curriculum to meet the needs of the local economy through better alignment to growth sector industries. This wouldn't need to demonstrate the end of the journey, but signify an important milestone.

3.   WHAT CHANGES DID WE MAKE?

3.1   The multi-agency project team made the following changes:

A new website ABZ Works was introduced in September 2021 to provide young people and families in the North-East of Scotland with direct information on growth-sector industries. The launch of the ABZ Works website provided access to a one-stop-shop online resource, easily accessible and available to a wide range of young people in school and post school. It provided information to all groups including those groups of young people who have been impacted more than others.

A Learner Pathway event was launched in June 2021 and ran for two years as an induction event for all S5 and S6 young people in Aberdeen City. Lift Off

2

2021 and Lift Off and Grow 2022 events provided a two-day induction experience for all senior phase students prior to starting their new NQ courses. The two induction days were designed as an opportunity to switch the narrative to a much more positive tone and highlight the opportunities that are out there for our young people. The events were a collaborative effort involving Skills Development Scotland, City Growth, DYWNE, central officers and school lead staff and with other partners involved as key note speakers. These events which took place in June at the outset of a new academic session, underlined links between courses and growth-sector industries.

An Aberdeen City Skills Framework has been launched to provide a foundational understanding of skills language for young people and staff to be used within the school community. This framework now forms part of a suite of quality improvement documents used routinely by schools. A skills steering group was introduced comprising a group of primary and secondary schools, members of the central team and partners Skills Development Scotland.

4   HAVE OUR CHANGES RESULTED IN IMPROVEMENT?

4.1   From the time of measurement, there has been an increase in the number of certificated courses offered across Aberdeen City secondary schools which align with growth sector areas. In 2019-20, 37 growth sector aligned courses (out of a total of 89) were offered across secondary schools in the authority and by 2021-22, this had grown to 54 growth sector aligned courses out of a possible 109. This means that young people in the authority have access to more courses (meaning more available course places) with economic relevance to growth sector areas. Based on this improvement, the aim has been achieved and surpassed with an 8% increase in growth sector courses as shown in the chart below.

Number of Growth Sector Courses delivered across ACC Schools

Increase in Growth Sector Courses				
Year	Total	Growth	Percentage	Change
2019-20 (Baseline)	89	37	**41.6**	
2020-21	81	35	**43.2**	
2021-22	109	54	**49.5**	**8.0**

4.2   The change ideas listed at section 3 supported achievement of the aim, namely: Lift Off

3

4.3 The Lift Off event was first held in 2021 virtually with 1500 participants, the event was then held again in 2022 and saw a 154% increase in participants. The outcomes from both events were positive and were captured in the **2021** outcomes report and comments from delegates for 2022 contained in section 4.4.

Lift Off - Learner Pathway Event Participants

4000	
3000	
2000	
1000	
0	
Lift Off 2021	Lift Off & Grow 2022

— Participants
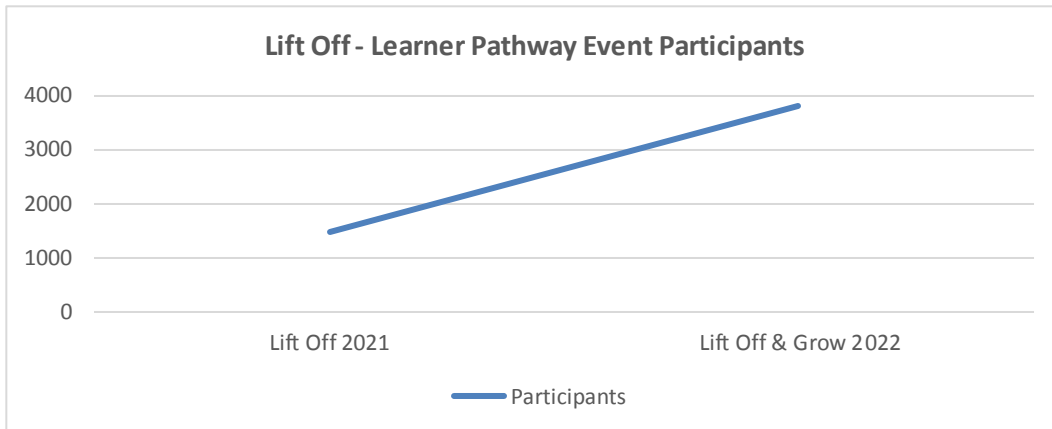
4.4 The Lift off events were well received with young people providing feedback such as:

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

'The talks helped to motivate me and told we what to strive for in the future.'

'Knowing the things that people did and what skills and qualities they needed to develop in order to get where they wanted to be was really helpful.'

ABZ Works

4.5 The ABZ Works website is now an established tool used both by schools and employability teams to support increasing understanding of the opportunities that exist for young people moving into the world of work, and also the growth-sector related opportunities that exist in the North-East of Scotland. The site will be further developed to incorporate opportunities available through ABZ Campus. The site has shown steady usage (see data below) with a total 3996 hits in 2022. The months where website hits have fallen below the median align with the school holiday periods. Schools have reported the benefits of a one-stop show for supporting and referring young people to in order to access all employability information. Given the success of the website to date, and following review of the content and feedback from users, the site will now be further developed as described at section 8. The content and usage of the site remains under regular review to ensure that the site is being used and providing content required.

4

ABZ Works website hits Calendar Year 2022
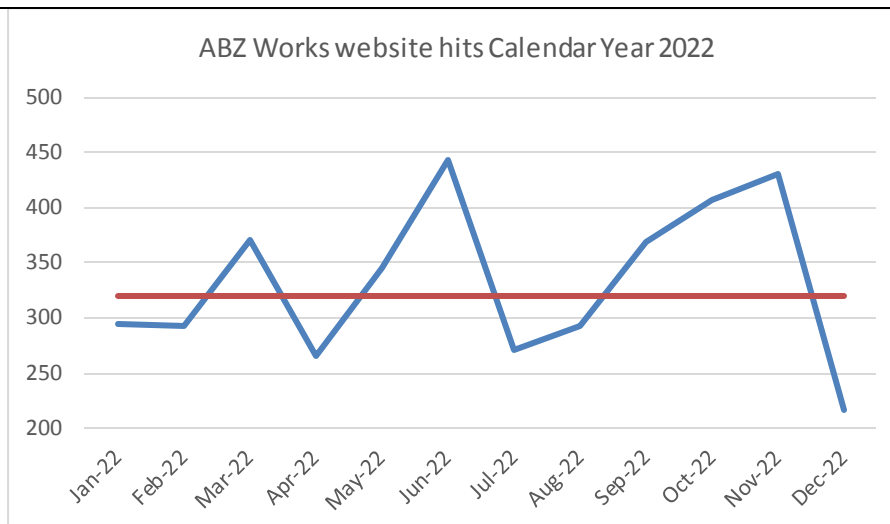
Aberdeen City Skills Framework

4.6   An Aberdeen City Skills Framework has been created and this now completes an important suite of quality improvement documents available to be actively used by all schools. This framework will continue to shape the skills agenda across the local authority supported by a multi-agency steering group comprising local authority and Skills Development Scotland personnel. This steering group has used the framework to organise professional learning activities within identified schools to promote particular aspects of the language of skills. The Framework ensures all schools are aware of the skills needs and emerging growth sector industries and that courses are available as appropriate to support young people have the skills and qualifications required.

5   HOW WILL WE SUSTAIN THESE IMPROVEMENTS?

5.1   This 8% improvement is very much seen as a first step on the journey to broadening the senior phase curriculum and aligning it with growth-sector industries. The changes that have been tested to date are now embedded as business as usual. As well as the embedding of the changes tested by this project, a major new initiative is to be launched in June 2023 called ABZ Campus which is to support the sustainment of the improvement achieved to date. 45 courses will be offered through a bespoke application portal, with partnership engagement from Skills Development Scotland, North-East Scotland College, and a range of other delivery partners. This launch will be a continued sign of improvement with strategic plans already forming around the further developments for Phase 2 in 2024/25. This will include developing further employability places, creating three hub localities for course offers and beginning to create a regional offer with partners in Aberdeenshire Council.

5.2   The next phase of ABZ Works will be the inclusion of a section about ABZ Campus, the new growth-sector aligned courses available for young people in Aberdeen City schools.

5

6   HOW WILL WE MONITOR THESE IMPROVEMENTS?

6.1   To ensure improvement continues, the ABZ Campus draft improvement measures have been identified as follows:-

- Positive Destinations at all eleven secondary schools will exceed the national average by 2026.
- Increase the proportion of school leavers attaining 1 or more at SCQF level 6 to 74% by 2026 (this is an ACC stretch aim).
- Increase the proportion of school leavers entering an initial positive destination to 97.8% by 2026 (this is an ACC stretch aim).
- Achieve a course completion rate of 85% across all ABZ Campus courses in 2023-24.
- Students will rate their satisfaction with ABZ Campus courses as 'good' or better by end of 2023-24.
- Joint observed visits will rate ABZ courses at 'good' or better across 75% of occasions.

6.2   As we move to the refresh of the Children's Services Plan and the refresh of the LOIP we are actively considering future improvement aims.

6.3   Should it be agreed that the project is ended, the data recorded will continue to be monitored and reported to the CSB, as well as added to the Outcomes Framework/Improvement programme Dashboard to ensure that performance continues.

7   **OPPORTUNITIES FOR SCALE UP AND SPREAD**

7.1   There are opportunities to spread the changes tested in section 3 to a wider groups/settings and the project are in the progress of this as follows:
- o   The ABZ Works website is being expanded to include a section to allow young people, schools and families to find out more about ABZ Campus courses, and then apply for these courses through a link provided as part of the ABZ Works website. ABZ Works model is also being explored by other LOIP improvement projects seeking to support people into employment.

- o   The Learner Pathway event model is being replicated as part of ABZ Campus to provide parents and carers with an event to learn about the new courses available to young people.

- o   The new Skills Framework has been shared with schools and collaboration is planned with an organisation *Gen+* to progress the skills contained in this framework with ACC schools. Skills Development Scotland continue to be a key partner in developing skills activity in schools.

6

Recommendations for Action

It is recommended that the CPA Management Group:

i) Agree to recommend to the CPA Board 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 changes now embedded as business as usual and that plans to scale up the changes are in place as described at section 7;

ii) Agree to recommend to the CPA Board that the Children's Services Board monitor the success of the ABZ Campus initiative and consider further areas of improvement activity as part of the refresh of the Children's Services Plan and LOIP; and

iii) Note that the dataset for the overall aim will continue to be reported via the Improvement Programme dashboard to ensure progress is monitored.

Opportunities and Risks

- There is a clear opportunity presented by the ongoing work of ABZ Campus to further develop a link between curriculum and growth sector industries in Aberdeen City, and a chance to deepen partnership working with further, higher education and local industry.
- There are no identified risks other than the risk of not continuing the good work started as evidenced by this Project.

Consultation

The proposal to complete this Project End Report was brought to the Attainment and Transitions to Adulthood meeting on 28th October and met with approval.
Children's Services Board – 16 December 2022 - approved

Background Papers

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

CS LOIP Project Update 7.1 (here)

Contact details:

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Community Planning
Aberdeen

Progress Report	Project End Report: 10.2 My Way to Employment
Lead Officer	Derek McGowan, Aberdeen City Council
Report Author	Nicola Graham, Skills Development Scotland
Date of Report	15th December 2022
Governance Group	CPA Management Group – 18 January 2022

Purpose of the Report

This report presents the results of the LOIP Improvement Project Aim to 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 and seeks approval to end the project as the aim has achieved and the changes embedded as business as usual.

Summary of Key Information

1   BACKGROUND

1.1 Evidence shows that being employed can contribute to reducing the likelihood of someone reoffending. The stability and quality of the job are also important factors. [What Works to Reduce Reoffending: A Summary of the Evidence (Scottish Government Justice Analytical Services 2015)]. One in five job applicants have a conviction and being locked out of employment by a criminal record creates multi-faceted social and integration problems. [Recruit With Conviction 2017]. By addressing this issue, outcomes will be improved for individuals involved in the Justice System, their families and communities, and there is potential to address skills shortages.

1.2 In the main, the target cohort for this project will have been out of regular employment for at least the last 6 months (generally longer) (less if they are age 16-19 years). Since the project initiation, national changes in the employability landscape (No one Left Behind – NOLB) have seen employability funding move to Local Authorities (1st April 2022). NOLB has brought greater focus on those with an offending background.

1.3 No One Left Behind (NOLB), people can gain skills, confidence and access support to help achieve their employment goals. This support may include help to prepare for employment, training, education, and volunteering and to support career progression. Support is flexible, tailored and person-centred; and also connected with other key services including health, justice, housing provision and advice services ensuring people can get the right support at the right time. MWtE was created prior to NOLB and learning from MWtE has informed how NOLB can be best used to support those in the criminal justice system.

1.4 People who choose to participate via NOLB will:
- receive support from an Employability Key Worker, and
- work with the Key Worker on an individual plan to help them reach their goals

1

2 IMPROVEMENT PROJECT AIM

2.1 Against this background, in October 2021 the Community Justice Group approved the revised project charter for the continuation of an improvement project which aimed to Increase to 30 in total, the number of individuals who are on a custodial sentence, on a Community Payback Order with a Supervision Requirement, on Unpaid Work Orders, on Remand or who have been Diverted from Prosecution who are being supported to make progress on the Employability Pipeline by 2022].

2.2 This project was focused on supporting individuals to make progress along the Employability Skills pipeline (see Section 4 for definitions) and **not** on positive destinations as some individuals need more support than others to progress and can take time to move between stages of the pipeline. Engagement with the project can be a positive step in itself. This project was also mindful of the work that Third Sector employability providers do in this arena, some of whom are contracted by Justice Social Work. This project was to test multi-partner approaches and not to duplicate the excellent work that single agencies do in this field.

3 WHAT CHANGES DID WE MAKE?

3.1 In order to develop change ideas we formed a project team of those with experience of working directly with customers and service users. Key public and third sector organisations were brought together including HMP Grampian, ACC (Social Work CJ, Youth and Employability), Aberdeen Foyer, Apex, SHMU, NESCoL, Cyrenians and SDS. The project started prior to Covid but, following lockdowns, the project was re-set and relaunched.

3.2 The following was noted:
- Some individuals are not yet ready for employment so support needs to be available at the earlier stages of the employability skills pipeline (stages 1-3). Recent research from Dr Catriona Connell, University of Stirling, with a lived experience group encouraged policy makers to look beyond employment as an outcome and to see wider participation such as volunteering.
- Building a positive relationship with the person they will be working with on release as early as possible is key for take-up of service
- The need to have a lead professional to co-ordinate services for the individual

3.3 Taking the above points into consideration, the following change ideas were tested:

A. We established a My Way to Employment (MWtE) Handbook for partner agencies to identify the supports available from other agencies as well as a flyer for customers. ACVO hosted this information on their website. ABZWorks website has now been created as the employability portal for the City. The purpose was to help partner agencies to understand what each support agency could offer.

B. We created an information session to use with staff from partner agencies highlighting the employability support available in Aberdeen City – this was delivered to Social Work Unpaid work team and to the Youth Team at Westburn to provide clarity on the employability offer. This has supported referrals to the project.

C. We created a Community and prison employability pathway for supporting people onto the employability pipeline -

2

For community this was initially through a MWtE application and referral process for individuals and partner agencies but moved to an ABZ Works process for community referrals as a result of feedback from Social Work referrers who reported that it was confusing having two separate processes and streamlining the process helped to increase referrals. It has also served to de-stigmatise asking for support as MWtE individuals are accessing the same process as anyone else looking for employability support. Individuals on this pathway are supported through the 5 employability stages.

For Prison –
The process of Lead Professionals changed during Covid as external partner services were focused on their Covid response. A core group of partners now assume the lead professional employability role and are co-ordinated by the HMP Case Management Board. HMP Grampian moved the Case Management Boards to virtual which improved attendance and ensured that the most appropriate agency assumed a lead role. The Case Management Board will continue to review this approach/

A new employability sub-group comprising of HMP Grampian, DWP, Aberdeen City Council Employability Team, Aberdeenshire Council Employability Team and SDS was established focusing on employability pathways and support for individuals pre release. Specifically, the Group tested the impact of pre release support with specific employers offering pre-release job interviews so that individuals had secured employment in advance. This has been tested with CFine and Greene King with results in section 4. This change has shown that provision of in-work support for those being released from prison and moving into employment was an important element to be in place. The Aberdeen LEP will be procuring this which will give those leaving custody similar levels of support to individuals accessing employability support via the community route.

D. We created a customer participation spreadsheet for community referrals as partners have different client databases that do not link to one another. We then moved to using ABZWorks database – Upshot – to record uptake of employability via ABZWorks.

E. We incorporated learning from Improvement Project: 10.1 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

4 HAVE OUR CHANGES RESULTED IN IMPROVEMENT?

4.1 The project has achieved its aim of 30 with 63 individuals progressing at least one stage along the Employability skills pipeline. 63 supported onto the employability pipeline 36 (57%) are in a positive destination.

4.2 Referrals came via two routes 1. Custody and 2. Community and the data below is split into both. As evidenced in the chart below, of the total 98 referrals received, 64% (63) have progressed at least one stage on the employability pipeline, with 37% (36) in a positive destination as defined by the Scottish Government and 10% (10) interviewed and offered employment on leaving custody.

3

Custody and Community Routes – key performance indicators (Qtr 1 2020 – Qtr 2 2022)

Chart values:
- No.s referred into My Way to Employment: Community Route 47, Custody Route 51, Total 98
- No.s progressing at least one stage along the Employability Skills Pipeline: Community Route 27, Custody Route 36, Total 63
- No.s in a positive destination (as defined by Scottish Government): Total 36

Legend: ■ Community Route ■ Custody Route ■ Total

Particpants registered via community and prison routes by Quarter/Year (98 participants)

Streamlined process started

Quarters: Q1 2020, Q2 2020, Q3 2020, Q4 2020, Q1 2021, Q2 2021, Q3 2021, Q4 2021, Q1 2022, Q2 2022

Legend: — Community Referrals — Prison Registrations — Cumulative Total

4.3 This chart shows the 63 individuals from both routes who have progressed at least one stage along the employability skills pipeline usually through participation in a training course. The bottom graph shows their starting point on the Employability Skills Pipeline and the top graph shows the stage they have moved to. Definitions of the different stages are below.

Employability Skills Pipeline Entry and Progress points

Legend: ■ Stage 5 ■ stage 4 ■ stage 3 ■ stage 2 ■ Stage 1
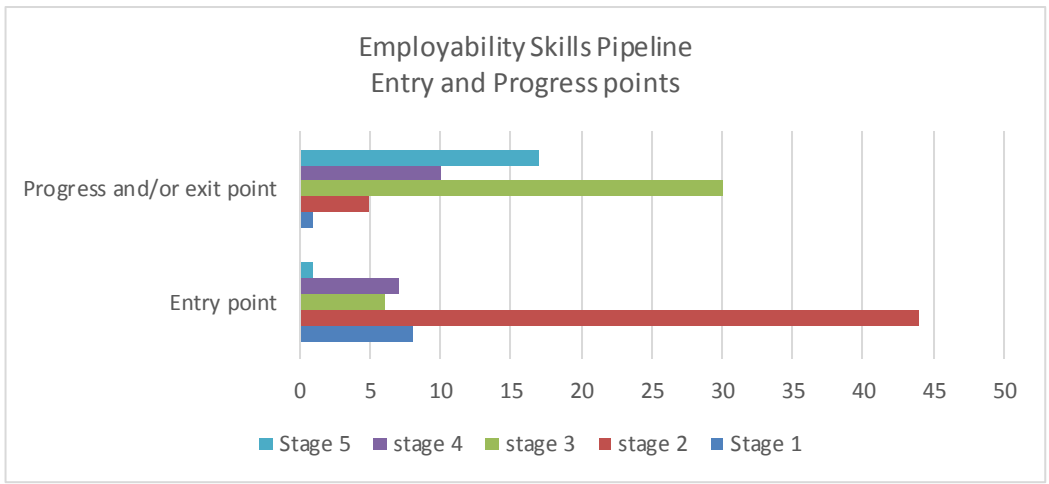
4.4 **The Employability Skills Pipeline comprises of 5 stages.**
Stage 1 – Engagement and referral - This stage is about reaching out to individuals, supporting people into regular activity and positive routines, and helping them to connect with others. Examples of activities include Outreach activities, assessment of needs, developing a personalised action plan. **Status: Not Job Ready**
Stage 2 – Needs assessment and barrier removal - this stage is about providing support and help to overcome barriers to employment or training. Examples of activities include confidence building, wellbeing support, coaching and mentoring. **Status: Not Job Ready**
Stage 3 – Vocational Activity - this stage includes work based activities including confidence building, employability skills development, work based training, Work Experience, Volunteering, Self-employment and Enterprise Support **Status: Job Ready**
Stage 4 – Employer Engagement and Job Matching - this stage includes activities such as arranging work or volunteer placements with employer, assisting individuals to secure job vacancies and matching job-ready individuals to jobs. **Status: Job Ready**
Stage 5 – In work support and aftercare - this stage includes In work support and aftercare to support individuals to maintain and progress within the workplace. **Status: In Work**

4.5 From the above we can see the benefits of having a lead professional, support being ongoing and the in-opportunity support that can help an individual to sustain that destination. A breakdown of the outcomes for both pathways is below:

Community Pathway

4.6 From the change of the single referral system and employability support via ABZ Works we have seen 47 Community referrals 40 males, 7 females. The outcomes of the 47 referrals are as follows:

Community referral Outcomes by Age

Community Pathway Participant Destinations

Pie chart legend: Positive, Unemployed, Unconfirmed

- Unconfirmed 32%
- Positive 55%
- Unemployed 13%
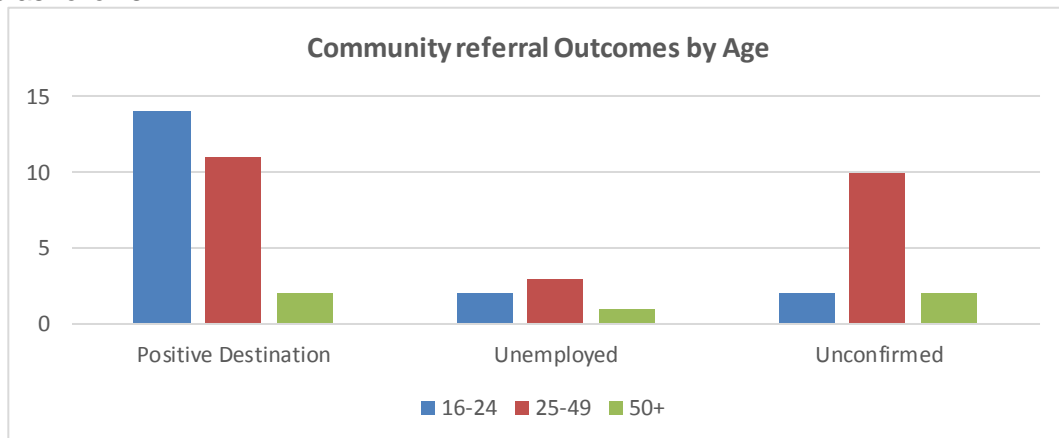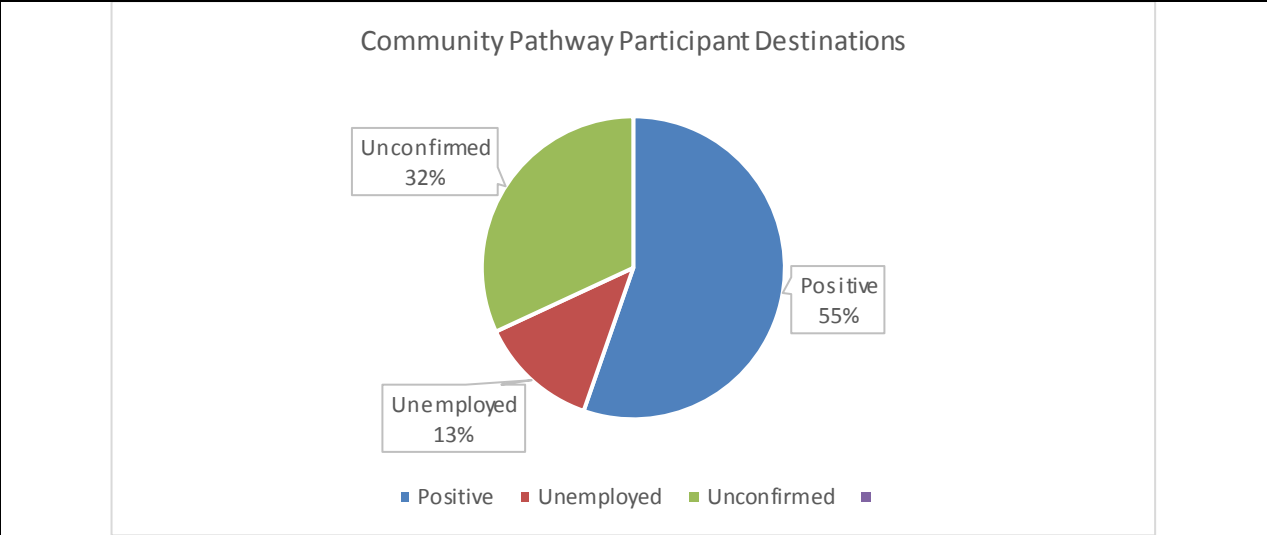
4.7 The above shows those who have moved into a positive outcome of "Participation" as agreed by Scottish Government. Partners (SDS, DWP, Education, LA employability teams, College, Universities) have well established data sharing processes in place to share information for those in the16-24 year age group but no equivalent arrangements are in place for 25+ (hence the larger number of "unconfirmed" statuses).

Custody Pathway - HMP Grampian

4.8 In HMP Grampian a multi-disciplinary sub group focusing on employment was established to test whether pre release employability support and having a job offer prior to release would better support those being released from custody. The project tested this with two employers in the first instance (CFine and Greene King) and the outcomes are below. Whilst the outcomes are positive the test also provided great learning in terms of further developing the model in advance of rolling it out to other employers.

Through this route a total of 51 were referred for the pre-release employability support. 88% (36) completed the CFine course and another 10 were interviewed by Greene King and offered employment. The results are below.

CFine Hope course

4.9 The trainer establishes and develops the relationships with those being supported during a pre-release course delivered in custody. The course is continued post release at CFine's base in Poynernook Road providing support to find stability with housing, benefits, medications and family relationships. Those on the course volunteer in the food parcel outlet during this time to help them get used to working again. When stable and ready, CFine's trainer and the SAFE team support individuals to complete job applications, attend interviews and find employment. The support carries on for the individual whilst they are working until they decide it is no longer required, but the door is left open for them to return should they begin to struggle with anything.

4.10 The results have been very positive:
- Of the 26 completions of the pre-release course in custody in 2021, 7 went on to volunteer at the food parcel outlet in 2021
- 10 completions of the pre-release course in custody 2022, 3 went on to volunteer at the food parcel outlet in 2022
- then moved on to full time employment and 1 started their own business in 2021.

6

4.11   36 completions of the CFine Hope Pre-release course in custody with 10 moving into volunteering on release; 5 then moved into employment. A number also continue to engage with CFine in the community, accessing them for food and other support.

4.12   An example of this success is someone who has gone on to leave custody, overcome initial difficulties in employment through substance misuse challenges and is now sustaining employment in a major Sea Food Company. Not only is employment fulfilling the needs of the individual but by working in this sector, the individual is supporting one of the identified growth sectors in the NE (Food and Drink).

Direct employment:

4.13   Colleagues at HMP Grampian have worked to attract a range of employers into the prison. Testing with a small number of employers in the first instance to ensure the model met the needs of, the offer to interview with employers is now part of the pre release process with employers making job offers so that individuals have a job lined up on release. One example is Greene King, a hospitality based company:
- 10 have been interviewed by Greene King prior to release and offered jobs
- 2 started work but did not sustain
- 3 did not contact Greene King on release
- The others are waiting liberation but have the offer of employment on release. Greene King maintain regular contact meetings with their candidates prior to liberation

4.14   Of the two tests of change within HMPG described above to support people into volunteering//employment on release from prison, it was clear that as well as there being a requirement for pre employment support, there was also a need for ongoing support during employment as per the employability pipeline. As a result of this, the employer/employability model has been developed further in HMP Grampian: an in-work support arrangement has been agreed with both Aberdeen City's ABZWorks and Aberdeenshire Council's Employability Team who will support individuals being released from custody sustain these opportunities.

5   HOW WILL WE SUSTAIN THESE IMPROVEMENTS?

5.1 All of the changes tested have now been embedded as business as usual via ABZ Works (funded by No One Left Behind) and HMP Grampian and partners supporting the Case Management Board.

5.2 Our learning shows the importance of a twin approach of employer and employability support. Warm handovers (whether this is from referrers in the community or via the Case management board) are important to support take-up of service and reduce disengagement with employability services.

5.3 These improvements will be sustained via the Aberdeen City Local Employability Partnership, formalised in May 2021 as a direct response to the development of the Scottish Government's Framework for Local Employability Partnerships. LEPS are seen as crucial to the successful delivery of No One Left Behind. The LEP has identified people in the criminal justice system or with convictions as a priority group as can be seen in the LEP Delivery Plan and Action Plan, now approved by Council Committee https://committees.aberdeencity.gov.uk/mgConvert2PDF.aspx?ID=132910 This gives information on the purpose, membership and governance of the LEP. It reports to Community Planning via the Aberdeen Prospers Group.

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5.4 There is also a well-established and active Aberdeen City Employability Training Provider Forum. A Forum Representative sits on the Local Employability Partnership.

5.5 ABZWorks are creating a mini-employability project based in Northfield with the aim of delivering sessions to individuals on Disclosure and Employment. Further sessions will stem from this.

5.6 The new sub-group comprising of HMP Grampian, DWP, Aberdeen City Council Employability Team, Aberdeenshire Council Employability Team and SDS are now focusing on building on the tests with CFine and Greene King and securing employer input and aligning skills gaps in the labour market with in-house training opportunities. HMPG have also established a community employability officer to co-ordinate employability services.

5.7 Colleagues at HMP Grampian are having success with securing Employer input with interviews and job offers prior to release. The offer of a work placement from the North Locality at Auchmill Golf Course will be taken forward, with other work placements that have been secured, for those engaging with the parole process. A further focus will be to offer in-work support to those being released from prison and taking up employment opportunities.

5.8 Apex, one of the MWtE group members, is in discussions to bring a Social Enterprise to Aberdeen. All Cleaned Up (Scotland) Ltd is Apex Scotland's social enterprise which aims to create real jobs for the people that Apex supports who are often deemed disadvantaged in the employment market. As well as offering real jobs to the technicians All Cleaned Up (ACU) employs, work placements are also provided to those who are long-term unemployed. Those on work placement and technicians are directly supervised by ACU's skilled tradespeople who act as supervisors and mentors.
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6 HOW WILL WE MONITOR THESE IMPROVEMENTS?

6.1 Should it be agreed that the project is ended, the data recorded will continue to be monitored and reported to the CJG, as well as added to the Outcomes Framework/Improvement programme Dashboard to ensure that performance continues.

6.2 The Local Employability Partnership will be the group tasked with monitoring No One Left Behind funded employability provision in Aberdeen City. There is an active Training Provider Forum in Aberdeen with partners with a track-record in securing additional funds in response to emerging needs. The LEP is connected into Community Planning via Aberdeen Prospers and there is also a framework for reporting on employability outcomes to Scottish Government.

7 OPPORTUNITIES FOR SCALE UP AND SPREAD

7.1 The Employability Sub Group have successfully developed a model for engaging with employers and are actively working to scale this up and test this with other employers. We have also seen the benefit of providing in-work support to those being released to help them to take up and sustain the offer of employment and this support will be in place following procurement of service via the Aberdeen City LEP.

7.2 There is potential to share learning with Project Charter 12.9 and specifically the change idea to "Develop an employability/education support resource/website for people in recovery to help secure future employment/education opportunities (potential for a page on ABZ website). The learning can also support engaging with employers to

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support opportunities for people in recovery and at that stage of the employability pipeline.

Recommendations for Action

It is recommended that the CPA Management Group:

i)   Agree to recommend to the CPA Board on 15 February 2023 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 Community Justice 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.
i)   Note the opportunities for scale up and spread as detailed at section 7 and how the employability support model will be expanded to other employers.

Opportunities and Risks

Community based employability support (mainstreamed via No One Left Behind (NOLB) is dependent on current levels of Government funding.

Employability Data systems are generally focused on outputs and outcomes e.g. qualifications gained, destination achieved so scaling up to measure progress on the employability skills pipeline is not straightforward when this data is not routinely collected. The data collected on No One Left Behind and reported to Scottish Government does provide opportunity to report on this user group.

There is an opportunity to gather lived experience views from participants in MWtE to inform future Local Employability Partnership work and commissioning.

Consultation

Community Justice Outcome Improvement Group
HMP Grampian – Paul Smith, Eilidh Smith
ABZ Works – Angela Taylor
My Way to Employment Project Group

Background Papers

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

LOIP – https://communityplanningaberdeen.org.uk/
Charter - https://communityplanningaberdeen.org.uk/wp-content/uploads/2021/10/Project-Charter-10.2-My-Way-to-Employment-Revised.pdf
Research – "Citizenship on probation: Understanding the labour market exclusion of criminalized people in Scotland." Beth Weaver and Cara Jardine, University of Strathclyde, 2022

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Community Planning Aberdeen

Progress Report	Project End Report 10.6: Increase by 15% victims of domestic abuse receiving support by November 2022
Lead Officer	Derek McGowan, Chair of Community Justice Outcome Improvement Group
Report Author	Lucy Simpson, ACC
Date of Report	12/12/2022
Governance Group	CPA Management Group – 18th January 2023

Purpose of the Report

This report presents the results of the LOIP Improvement Project Aim of ensuring victims receive access to the right support by Increasing by 15% victims of domestic abuse receiving support by November 2022 and seeks approval to end the project.

The project was delivered between November 2021 and November 2022

Summary of Key Information

1. BACKGROUND

1.1 Domestic abuse significantly impacts people's lives and across all sections of our communities. Domestic abuse can exist in all types of relationships between partners and ex partners, irrespective of gender, race, religion, or type of background although, as a form of gender-based violence, domestic abuse is mainly perpetrated by men against women. The Police and Crown Office Procurator Fiscal Service agreed definition of Domestic Abuse is -

"any form of physical, verbal, sexual, psychological or financial abuse, which might amount to criminal conduct and which takes place within the context of a relationship. The relationship will be between partners (married, cohabiting, civil partnership or otherwise) or ex-partners. The abuse can be committed in the home or elsewhere including online."

1.2 All too often when people think of domestic abuse, they think of physical violence, but it is usually much more than that. It spans the entire spectrum of behaviour by perpetrators – including isolated incidents, as well as a course /pattern of conduct with both violent and non-violent abusive behaviour. Sometimes this will involve elements and tactics of coercive control, which can involve a range of behaviours designed to control and harm a victim. The below table shows the number of Incidents of Domestic Abuse recorded by Police nationally and in Aberdeen:

1

	Scotland	Aberdeen
2017-18	59209	2763
2018-19	60110	2483
2019-20	62907	2566
2020-21	65251	2610
2021-22	64807	2579

1.3 In 2020, 2004 people reached out to or were referred to specialist support services because of domestic abuse, this accounts for 76% of recorded incidents of domestic abuse by Police. However, these statistics do not reveal the incidence of all domestic abuse committed since not all incidents are reported to the police.

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

1.5 One area in which we saw significant underreporting of domestic abuse was with young people aged 16-25. Young people impacted directly by domestic abuse by a partner or ex-partner continue to be the 'hidden' victims of domestic abuse, with only 1% of those aged under 18-year-old accessing support services. This is despite young people (16-19-year-olds) experiencing the highest rate of domestic abuse of any age group (Safe Young Lives, 2017).

1.6 A recent study conducted in Aberdeen with young people found that the majority young people surveyed were aware of what domestic abuse was and were confident in identifying abusive behaviours. However, the majority of respondents were unsure of how to actually access domestic abuse support.

1.7 Local statistics further highlights this with 244 young people (aged 16-25) seeking support from local services. This number accounts for only 11% of those seeking domestic abuse support in Aberdeen. In addition, the young people that participated in the Whole Lives Aberdeen study stated that their main reason for not seeking support was 'shame'. Awareness raising around reducing the stigma of seeking support for domestic abuse will be key to ensuring that young people get the support that they need.

1.8 Families may live with domestic abuse for a significant period before getting effective help. There are many reasons why families live with domestic abuse for a significant period or return to their abuser after attempting to leave. It may not be apparent to the victim that a relationship is abusive. They may be afraid of the abuser and fear the consequences for others if they disclose the abuse. The victim may not know where to turn for help.

1.9 Research by Safe Lives found that victims are experiencing abuse for long periods before getting specialist support, despite seeking help from other agencies and attempting to leave the perpetrator. In Scotland, the average length of abuse before seeking support was 4 years compared with 3 years in England and Wales. Furthermore, a quarter of clients experienced abuse for more than 10 years before receiving support, and 10% experienced abuse for more than 18 years.

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1.10	We know that domestic abuse occurs across the city but that there is a higher preponderance of abuse in areas of deprivation and a correlation between domestic abuse and severe and multiple disadvantages. Those with substance misuse problems often experience relationships with domestic abuse. A lack of training in domestic abuse with substance misuse staff was identified with staff not feeling confident in how to respond to disclosures of abuse and/or knowledge of where to signpost on to support.

2. IMPROVEMENT PROJECT AIM

2.1 Against this background, in November 2021 the CPA Board approved the project charter for the initiation of an improvement project which aimed to increase by 15% the victims of domestic abuse receiving support by 2022.

2.2 Ensuring that people who experience domestic abuse have access to appropriate specialist domestic abuse support is a key priority of Aberdeen's Violence Against Women Partnership as part of our commitment to Equally Safe: Scotland's Strategy to prevent and eradicate violence against women and girls. There continues to be barriers which lead to people experience domestic abuse not seeking support. These include the stigma and shame, not recognising that what they are experiencing is abuse, not knowing where to access support and/or being prevented from accessing support by their perpetrator. In light of the background position detailed above the project focused its change ideas on young people and people accessing substance use services.

3. WHAT CHANGES DID WE MAKE?
3.1 Several changes were tested throughout the project and are listed below.

1. Information Sessions
Online information sessions with students were held as a method of increasing young people's awareness of local support services. The sessions focused on what domestic abuse is, what it may look like for young people and how young people can access support.

2. Domestic Abuse Champions
We looked to establish a domestic abuse champions model and recruit a number of volunteers. Champions were recruited from Housing and Support, Community Learning and Development and Adult Social work teams. Our domestic abuse champions received an in-depth train the trainer programme from domestic abuse specialist's Safe Lives giving them the ability to deliver training to their colleagues and services to increase knowledge of domestic abuse, how to recognise the signs and to signpost on to support.

3. Training
In-depth domestic abuse training sessions have been held with staff from substance misuse services. The training focused on the dynamics of domestic abuse, how to recognise the signs of domestic abuse and how and where to refer service users on to support.

4. HAVE OUR CHANGES RESULTED IN IMPROVEMENT?

4.1 The project has surpassed its aim of a 15% increase with a 47% increase in the number of people accessing domestic abuse support from November 2021 to November 2022. In 2020/21 we saw 2004 people accessing support and this increased to 2945 in 2021/22. This data shows improvement which has been sustained over time. We have seen an

3

increase of 40% in the number of young people accessing domestic abuse support and 24% increase of adults (25+ where age has been recorded).

4.2 Going into 2022-23 we are continuing to see an increase in those seeking support for the first two quarters. We are also recording age ranges more accurately this year.

Number Accessing Domestic Abuse Support
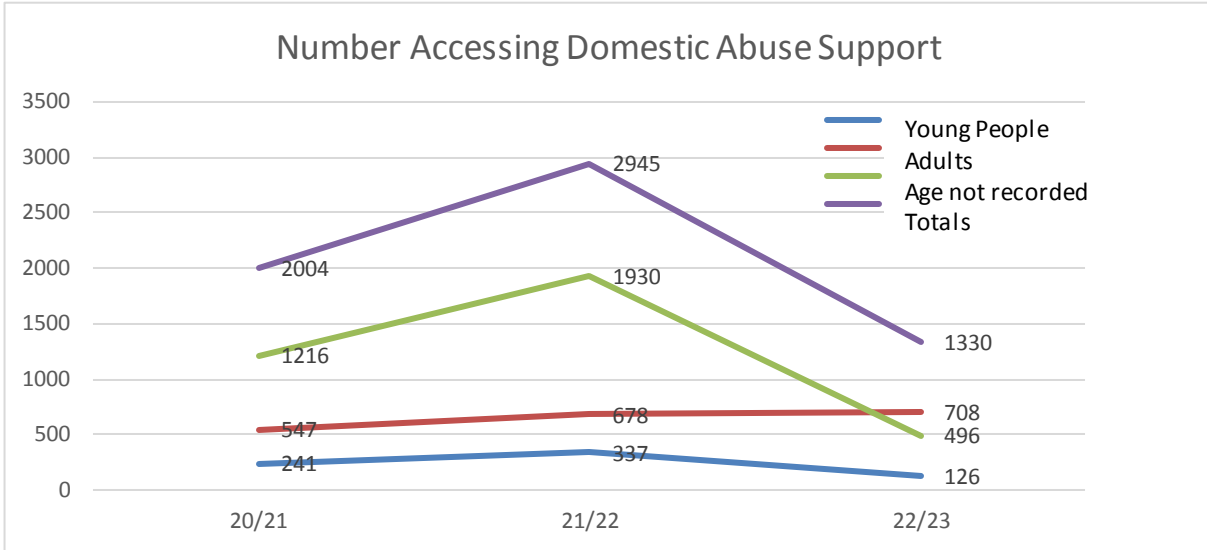
4.3 The chart below details the number of young people accessing domestic abuse support. We have seen an increase of 40% in the number of young people accessing domestic abuse support in 2021/2022. In general, we can see a trend in the data going up from when we started testing in November 2021 with this continuing to go up for the next 5 consecutive months. This is positive as it highlights that the changes to the system having the desired effect and influence that we wanted. We also started to see a shift in the data with referrals from January onwards all above the median line. This evidence's a steady increase in young people accessing domestic abuse support and suggests that our changes are being sustained.

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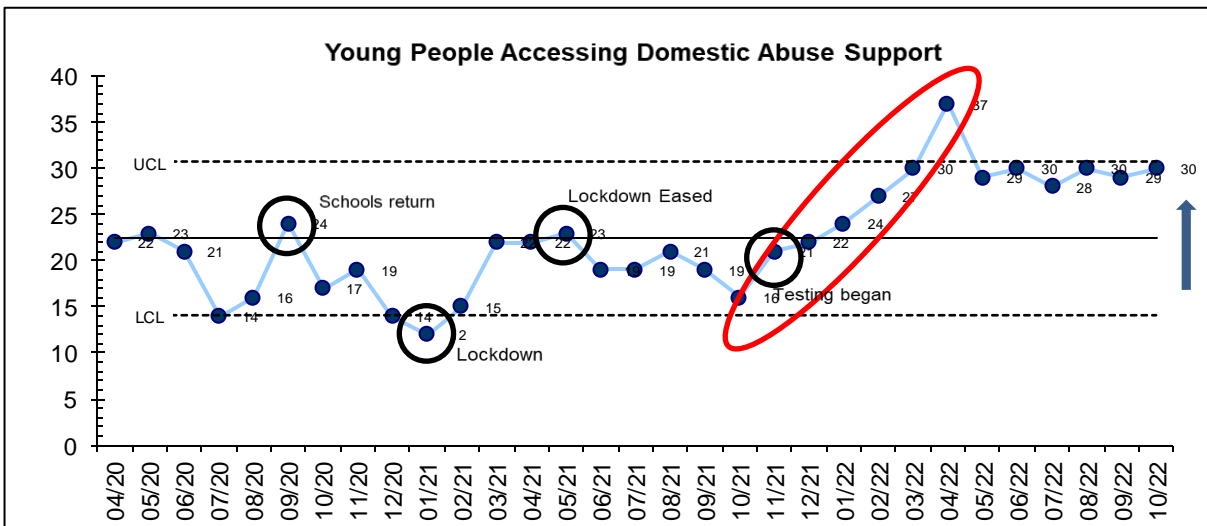
Information Sessions

4.4 We held 8 sessions in total with students at NESCOL over an 8-month period. These sessions were held online with the project team initially taking the lead for the first 4 sessions and NESCOL staff taking the lead for the last 4 sessions. This was to ensure that changes could be integrated into standard practice with students. At our online awareness sessions, we ask pre and post training questions. An average of 71% 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.
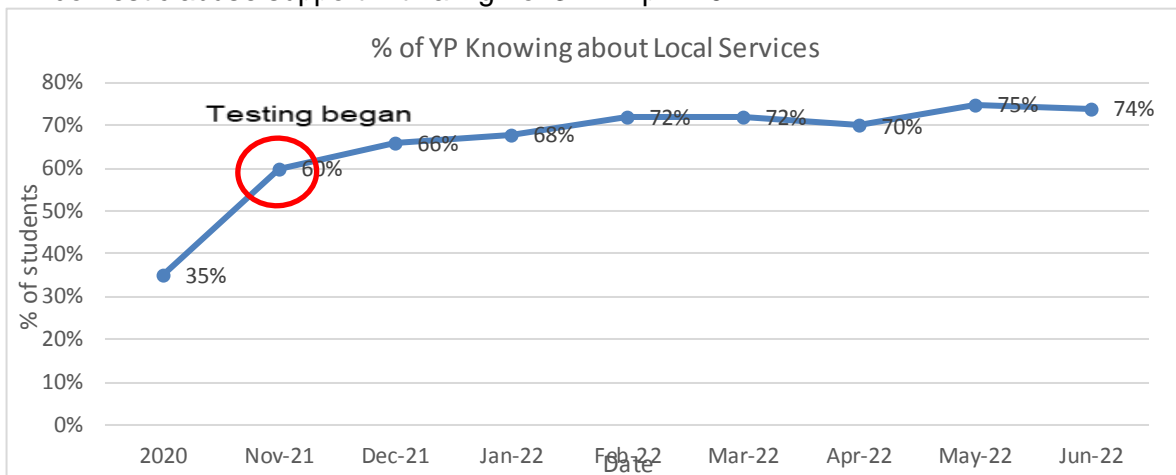
4.5 Feedback from the online sessions with students further highlighted the need for awareness raising with young people:

"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

4.6 Information sessions have now ended as NESCOL have created a module on gender-based violence on their online learning portal however work continues with the college and plans are in place to approach the University of Aberdeen to undertake a similar project.

Domestic Abuse Champions

4.7 Domestic Abuse Champions established and have completed in-depth domestic abuse training. Our domestic abuse champions received an in-depth train the trainer programme from domestic abuse specialist's Safe Lives giving them the ability to deliver training to their colleagues and services to increase knowledge of domestic abuse, how to recognise the signs and to signpost on to support. This includes staff from the housing and support team, repairs, duty social work, libraries and community learning and development. To date domestic abuse champions have trained 22 staff from the Community Learning and Development team and 15 staff from the Housing and Support team.

Training

4.8 45 substance misuse staff have completed in-depth domestic abuse training in September and October 2022. Attendees were surveyed after the training and asked if they would change their practice as a result of the training. The below charts highlight the increase in staff's knowledge of domestic abuse prior to and after the training session.

5

Staff Knowledge of DA prior to training

- 75% Good
- 13% Very Good
- 13% Excellent

Legend: ■ Good ■ Very Good ■ Excellent
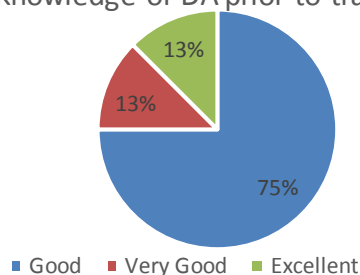
Staff Knowledge of DA after training

- 50% Very Good
- 50% Excellent

Legend: ■ Very Good ■ Excellent
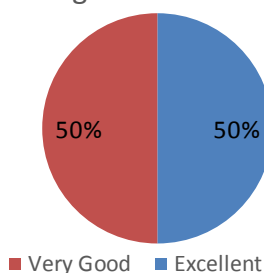
4.9 In addition, 100% of substance misuse staff surveyed advised that they will change their work practice following the training.

The following quotes were taken from the post-evaluation questionnaires from staff who attended the training:

"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

'More confident in approaching and dealing with patients experiencing domestic abuse.'

'Very much so. The safety planning will be very helpful for when I am assessing/ reviewing patients especially those who feel they can't attend designated services. I also never really appreciated the Prochaska model of change being so well connected to this area and think this will give me a better concept of readiness for the person I am working with.'

5.   HOW WILL WE SUSTAIN THESE IMPROVEMENTS?

5.1 The data shows that the improvement has been sustained with a continuous increase in the number of young people aged 16-25 accessing support each month as of March 2022. To ensure this continues to be sustained the changes tested have been adopted as business as usual and will continue as they have increased the number of people accessing domestic abuse support. The multiagency project team will continue to meet ensuring that existing changes continue, and further changes are identified.

5.2 Improvements will also be sustained by scaling up the successful changes into other groups/staffing cohorts as described at section 7.

6

5.3 Should it be agreed that the project is ended, the data recorded will continue to be monitored and reported to the CJG, as well as added to the Outcomes Framework/ Improvement programme Dashboard to ensure that performance continues.

5.4 Ensuring that people who experience domestic abuse are able to access appropriate and timely support is a key priority of the Violence Against Women Partnership and will continued to be monitored within our Implementation Plan.

6.   HOW WILL WE MONITOR THESE IMPROVEMENTS?

6.1 Domestic abuse data will continue to be gathered and collated quarterly for the local Violence Against Women Partnership data dashboard. While still a work in progress, the dashboard is fed into the Chief Officers Group for oversight.

7.   OPPORTUNITIES FOR SCALE UP AND SPREAD

7.1 The project focused specifically on increasing the number of young people aged 16-25 and people accessing substance use services accessing domestic abuse support. The project recognised that targeted awareness raising can be effective when the messaging is designed for the audience. The effectiveness of each of the change ideas as shown by the outcomes achieved through our initial testing with a specific age group, it is clear that there are further opportunities to scale these changes up and apply them to other age ranges where domestic abuse is underrepresented.

7.2 Domestic abuse champions will focus and target other under-represented groups such as older people. Discussions are underway to look at recruiting domestic abuse champions from a range of services and organisations, including adult and care services in the NHS.

7.3 Training will be scaled up and rolled out across frontline services such as housing and libraries staff as well as all our Mental Health First Aiders.

7.4 It is clear from not just our project, but local research that many victims of domestic abuse don't recognise that what they are experiencing is abuse so further targeted awareness raising is needed and will be continued.

Recommendations for Action

It is recommended that the CPA Management Group:

i) Agree 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 change ideas now embedded as business as usual.

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 and Violence Against Women Partnership will continue to scale up and spread the change ideas as described in section 7 with a view that a further increase in awareness of what domestic abuse is and where and how people who experience abuse can access support.

7

Opportunities and Risks
Opportunities: To offer Domestic Abuse training to further non-specialist services to non-ACC partner organisations and staff groups. To recruit Domestic Abuse champions in organisations out with ACC Risks: Domestic Abuse services become overwhelmed and demand for support increases waiting lists and wait time for people experiencing domestic abuse.

Consultation
Community Justice Group Violence Against Women Partnership

Background Papers
The following papers were used in the preparation of this report. 10.6 Increase Access to Domestic Abuse Support

Contact details:

Project Lead; Lucy Simpson, lumcnicol@aberdeencity.gov.uk, Development Officer, ACC

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![Community Planning Aberdeen logo]

Progress Report	Child Friendly Cities
Lead Officer	Eleanor Sheppard, Interim Director Children and Family Services
Report Author	Eleanor Sheppard, Interim Director Children and Family Services
Date of Report	4th January 2023
Governance Group	CPA Management Group – January 2023

Purpose of the Report
This report outlines the implications of the anticipated incorporation of the UNCRC into Scots Law and makes proposals to support readiness for incorporation.

Summary of Key Information

BACKGROUND

1.1 As a Community Planning Partnership we are currently working within the 'delivery' phase of the Child Friendly Cities (CFC) programme and considerable CFC related activity is taking place across the partnership. Work is shaped around 6 'badges' which are led by multi-agency partners. The CFC programme supports achievement of Stretch Outcome 8 of the LOIP "Child friendly city where all decisions which impact on children and young people are informed by them as rights holders by 2026" and the associated improvement aims.
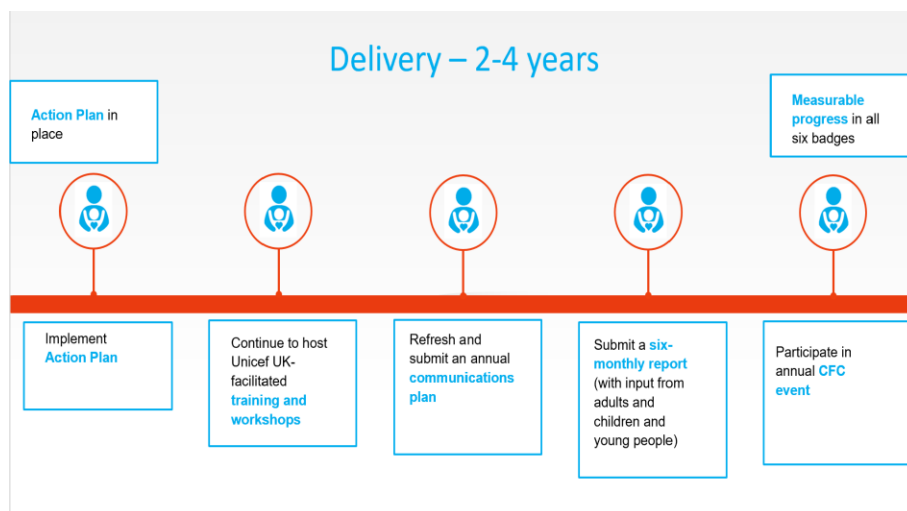
1.2 Given that incorporation of the UNCRC into Scots Law is anticipated at some point in 2023, individual partners are currently considering their readiness to ensure compliance with this important legislation.

1.3 Part 1, Section 2 (Duties of Public Authorities in relation to the United Nations Conventions on the Rights of the Child) of the 2014 Act placed a duty on local authorities and Health Boards, to report every 3 years on the steps they have taken in that period to secure better or further effect the United Nations Conventions on the Rights of the Child requirements (UNCRC). Aberdeen City Council and NHS Grampian are currently finalising their reports which will be published in due course. Undertaking this evaluation and reporting cycle has provided an opportunity to reflect on progress made to date and take stock of the work required prior to incorporation.

1.4 The Scottish Government continue to work to reintroduce the United Nations Conventions on the Rights of the Child (Incorporation) (Scotland) Bill to Scottish Parliament, via the Reconsider Stage. The Reconsideration Stage will include lodging amendments to address the issues the Supreme Court raised in respect of legislative competence. It is not possible to advise when the provisions within the Bill will commence although incorporation is likely to be at some point in 2023.

1.5 Statutory guidance on Part 3 of the UNCRC Bill will be issued as soon as possible after Royal Assent is granted, to ensure listed authorities (including Local Authorities and Health Boards) are supported to meet the requirements, this is likely to be within the first few months of 2023. in the meantime, documents from The Improvement Service resource and a theory of change report commissioned by Scottish Government has given an indication of actions to be progressed in order to strengthen our readiness for incorporation.

1.6 A high level plan of work to be progressed by individual CPP partners is being developed in advance of incorporation with the Local Authority high level plan contained in Appendix A. High level Plans will require to be reviewed when the Statutory Guidance is published to ensure that all partners are well placed for the legislation.

1.7 Although the UNICEF Programme is designed around the UNCRC, it is clear that the programme is unlikely to prioritise the areas of vulnerability identified by individual partners as they prepare for incorporation. Work with multi-agency partners to achieve Child Friendly City status has become increasingly challenging now that Officers and partners have a greater understanding of the implications of the United Nations Conventions on the Rights of the Child (Incorporation) (Scotland) Bill.

1.8 It is thought that continued delivery of the programme at this present time could hamper progress in preparing for incorporation given that the actions in the CFC log frame do not clearly align with the areas identified for improvement. Officers and partners are likely to have to respond at pace to Statutory Guidance to ensure compliance with The United Nations Conventions on the Rights of the Child (Incorporation) (Scotland) Bill, it is proposed that engagement with the Child Friendly Cities programme and Stretch Outcome 8 of the LOIP and improvement aims be

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paused to allow sufficient time to prepare for the incorporation of the UNCRC and to ensure aims and improvement align with UNCRC. This will allow all available resource to support the CPP Partners to be well placed to deliver services in keeping with the UNCRC.

PROPOSAL

It is proposed that engagement with the Child Friendly Cities programme and Stetch Outcome 8 of the LOIP be paused to allow sufficient time to prepare for the incorporation of the UNCRC.

Recommendations for Action

It is recommended that the CPA Management Group:

1. Recommend to the CPA Board that participation with the Child Friendly Cities Programme and Stetch Outcome 8 of the LOIP is paused to ensure all partners have sufficient time to prepare for incorporation.
2. Instruct a report back on the implications of the Statutory Guidance when published by Scottish Government.
3. Ensure that delivery of the UNCRC is fully embedded in the Children's Services Plan for 2023-26

Opportunities and Risks

Opportunities

There is an opportunity for all partners to consider the documentation from the Improvement Service and published Scottish Government reports to ensure that internal systems are changed to ensure compliance.

Risks

There is a risk that continuing to progress with the UNICEF programme at this point will compromise compliance with the anticipated legislation.

Consultation

CPA Management Group
CFC Programme Board
CS Board

Background Papers

Appendix A – ACC evaluation

Contact details:
Insert Name   Eleanor Sheppard
Insert Title   Interim Directors
Insert Organisation   ACC
Tel: 01224 522707
Email: esheppard@aberdeencity.giv.uk
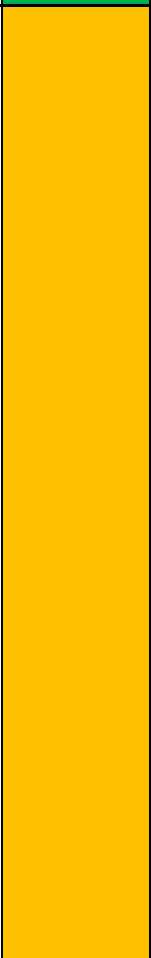
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Appendix A

On track for completion by June 2023

Likely to be in the final stages of development by June 2023 or require on-going work

Not likely to be realised by June 2023

Improvement Service proposed priorities	Theory of change	RAG Rating	Actions required
Leadership and Corporate commitment	Policy	🟩	Align improvements identified as necessary within current statutory plans to ensure children's rights are fully embedded in the work of the Council and wider partnership.
Participation	Policy	🟩	Share best practice and build the confidence of those working out with children's services. Ensure a consistent feedback loop to children and young people.
Empowerment of children and young people	Empowerment	🟩	Ensure that all children and young people have access to accessible advice to support them to understand their rights.
Child friendly complaints procedure	Empowerment	🟧	Implement a child friendly complaints process compliant with the Scottish Public Services Ombudsman (SPSO) guidance when known.
Training and awareness raising	Capacity and culture	🟩	Evaluate parent/carer/community understanding of the UNCRC and plan next steps Maintain the delivery of training for all Council staff and establish a mandatory module for all employees.
Improving practice – tools and resources to support your work	Capacity and culture	🟩	Maintain the provision of an Education Support Officer to support Council services to engage with children and young people.
Publishing child friendly information	Empowerment	🟩	Develop child friendly webpages on ACC site
Measuring progress	Capacity	🟧	Collect data on a wider range of groups including those with disabilities and those most at risk of being impacted by poverty. Establish a multi-agency request for assistance process Establish a mechanism to draw data from the Integrated Impact Assessments
Children's rights budgeting	Policy	🟩	Continue to consider the UNCRC when taking decisions around budget.

4

Accountability and reporting	Capacity	■	Identify indicators to be used to measure and report progress to help inform the next version of the Children's Rights Report.
Non-discrimination/ **Rights at risk**	Culture	■	Develop a Family Support Model. Continue to drive integration as we develop a model of support for those who are: • On the edge of care • Impacted by trauma • At risk of conflict with the law • Impacted by disability Develop a neurodevelopmental pathway with partners Prepare to establish a local Bairn's Hoose with partners Continue to develop and deliver ABZ Campus Review Anti-bullying policy Understand further why some children feel unsafe and don't feel their privacy is being respected Implement Edge of Care pilots Improve alignment between children's and adult services Bring supports for parents together in one accessible place. Work with Community Planning Partners to support the mental health and wellbeing of children, young people and families

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Community Planning Aberdeen

Progress Report	Your Safety Matters – Joint Pledge
Lead Officer	Chief Inspector Rob Sturton, North East Division, Police Scotland
Report Author	PS Fraser Robertson, North East Division, Police Scotland
Date of Report	15 December 2022
Governance Group	CPA Board -

Purpose of the Report

The purpose of this paper is to provide information to the Committee on the Your Safety Matters (YSM) pledge already in place within North East Division and the creation of a joint pledge moving forward. This includes specific reference to our current processes, national, regional and Divisional approaches and the identification and sharing of good practice.

Summary of Key Information

1   BACKGROUND

1.1   The unique job that Police Officers and Police Staff perform in society can be both challenging and rewarding. We recognise and understand that working in the Police service may result in exposure to abusive or violent behaviour which can impact on physical and mental wellbeing. The support and protection of Police Officers, Police Staff, Special Constables and Police is of paramount importance.

1.2   In August 2020, the Chief Constable recognised and highlighted the unacceptable increase in assaults on Police Officers and Police Staff to the Scottish Police Authority Board. The figures returned showed an increase against the 5 year mean for the second consecutive year.

1.3   The Chief has made it clear that aggressive or threatening behaviour including verbal abuse against Police Scotland personnel is 'simply not part of the job' and that no Police Officer or member of Police Staff should expect to be assaulted or abused in the course of their work. The Chief Constables Assault pledge was published with the support of the then Lord Advocate and Cabinet Secretary for Justice.

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1.4　This personal commitment is exemplified through the development of the Chief Constable's 'Your Safety Matters Assault Pledge' which has the aim of ensuring that all personnel;

- feel safe and supported while discharging their duties
- are well prepared in terms of procedures, guidance and equipment
- have confidence in reporting incidents in a timely manner
- can seek additional support when required.

1.4　15 November 2022 saw the launch of a National Partnership Pledge underlining a joint commitment to reduce violence and abuse against workers with a national partnership group including British Transport Police, NHS Scotland, Scottish Prison Service, Scottish Ambulance Service and others. The group will share best practice, develop preventative measures and use consistent messaging in their workplace to support and encourage staff to report incidents.

1.5　Good practice and collaboration opportunities have been identified and are being developed which mutually benefits staff across all agencies, nurturing an integrated approach to reduce the risks of staff becoming victims of assault, whether verbal or physical. Significantly, it has been agreed that endorsing this message externally is as important as doing so internally, so that the public understand that assaults on any member of staff is 'Not Part of the Job'.

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2   LOCAL PARTNERSHIP PLEDGE

2.1   It is proposed that a local Partnership Pledge take place between Local Authority, Police Scotland (North East Division) and partners to align to a campaign to reduce the number of assaults on emergency and front line workers in the north east.

2.2   These local Partnership Pledges are divisional iterations which share core messaging across all agencies' officers and staff in the relevant Local Authority areas. This collaborative approach provides greater opportunities to cascade the messaging to local communities, looking to gain their understanding and support. A single message theme from multiple trusted sources makes it easy for the internal and external target audiences to adopt and engage with, reiterating it whenever possible.

2.3   The aim of these local Pledges is to raise awareness amongst officers and staff of the overarching national Police Scotland YSM agenda and the additional work led by the YSM External Partners Group has channelled support from partner agencies in the creation of the national Assault Pledge, which has been endorsed by all partners.

2.4   The local Partnership Pledge would look to replicate the national Assault Pledge in that its objectives are to:

- Assure officers and staff nationally that their safety is a priority for their respective organisations.
- Ensure officers and staff are aware of training, support and aftercare.
- Ensure senior leaders and line managers are aware of their role in meeting their organisation's commitments to their staff.
- Promote comprehensive reporting and recording of assaults and abuse.
- Raise awareness among the public of the issues related to assaults and abuse on officers and staff, looking to gain their understanding and support.

2.5   With the development of a communication strategy using **#NotPartOfTheJob** and related messaging, the YSM External Partners Group can provide a consistent approach across all partners at all levels within their respective organisations. These communications would be accessible to all partners to adapt as they saw fit, dependent on any trends/issues identified within their own organisation. Other benefits of partnership communications include:

- Single messaging theme using partner owned and paid-for channels.
- Economies of scale when communicating to all audiences whether internal to partner organisations or externally as a collective group to the wider public.
- Expert communications support for all partners led by Police Scotland's Corporate Communications representative.
- Sharing and branding of support materials and guidance.
- A quicker communications response to emerging themes.
- The potential to save money on planned campaigns, which can be tailored throughout the year i.e. Hate Crime Week.

3

Most importantly, the audience groups, whether external partners staff or the public, all see the same consistent messaging, i.e. #NotPartOfTheJob making behaviour change a real possibility.

NEXT STEPS

3.1   Identification and inception of a focus group to develop and potentially expand upon the attached Toolkit to suit the collective needs of the partnership and drive towards an official partnership launch.

Recommendations for Action

It is recommended that members of the CPA Board:

   i.   Adopt the proposal outlined in this report.
  ii.   Canvas partner agencies for inclusion in focus group.
 iii.   Identify members including Communications leads.
  iv.   Consider the role of lead partner in the campaign.
   v.   Consider which partner is best to lead on this, whilst Police may be a natural choice, we feel that another partner leading on the campaign may have greater impact so it is understood to extend beyond Policing

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Opportunities and Risks

Consultation

Initial briefing for CPA Committee.

Background Papers

YSM PPCW
Toolkit.pdf

4

Contact details:

Name	Fraser Robertson
Title	Sergeant
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Progress Report	Aberdeen Health Determinants Research Collaborative - Update
Lead Officer	Martin Murchie
Report Author	Martin Murchie
Date of Report	18th January 2023
Governance Group	CPA Management Group

Purpose of the Report

To provide an update on the activity of the Aberdeen Health Determinants Research Collaborative (AHDRC).

Summary of Key Information

1.   BACKGROUND

1.1   Following the 5 year grant award from the National Institute for HealthCare Research (NIHR) to establish an Aberdeen Health Determinants Research Collaborative (AHDRC) the (Acting) Directors for the AHDRC have committed to provide regular updates to Community Planning Aberdeen.

2.   SUMMARY OF ACTIVITIES AND PROGRESS YEAR 1, QUARTER 1

2.1   <u>Engagement</u>

2.1.1 An initial cycle of stakeholder engagement has taken place with AHDRC being represented at a broad range of events including:
- Meetings of the Community Planning Aberdeen Board and Management Group;
- Individual meetings with each of the City's Community Planning Outcome Improvement Groups (i.e., Children's Services Board; Anti-Poverty Group; Sustainable City; Community Justice; Alcohol & Drugs Partnership; Aberdeen Prospers (Economy); Resilient & Included;
- A North East of Scotland Symposium: "Using Place as a lens to improve Health" and a follow up to establish a regular "Place and Wellbeing Network";
- Children & Young People Health and Wellbeing Summit;
- A workshop: "Opportunity to shape Aberdeen's future Smart City Plans"
- A workshop on using evidence to shift systemic inequalities (Grampian Regional Equality Council), with planning ongoing for AHDRC input to event on 25th January;
- Meeting with Public Health Scotland;
- University of Aberdeen PPIE group storyboarding workshop.

2.1.2 Broadly, the purpose of this engagement has been initial awareness raising, discussion of how AHDRC can support decision making over the 5-year period, and to begin to formalise priorities with these key stakeholders.

2.1.3 The next phase planning on engagement is underway with a major city-wide event in March and follow ups to all the meetings / events listed above.

2.1.4 Dedicated AHDRC website in development, planned completion January 2023.

2.2 Recruitment

2.2.1 Effective recruitment will be crucial to progressing the planned activities and progress has been made on all 9 initial phase posts, with all due to be advertised in the first weeks of January.

2.3 Workstream Initiation and Planning

2.3.1 Fortnightly meeting of the Executive Management Group are taking place with leads for each of the 6 workstreams providing updates. Some highlights to date include:
   - The evidence synthesis workstream has commenced scoping work for evidence reviews in relation to fuel poverty and infant food security;
   - Work to progress essential enabling activity for research data including work to seed Council "client" records with the "Community Health Index number";
   - Work with Energy Systems Catapult, a not for profit organisation to pilot and evaluate a programme of 'warm home prescriptions'. This project targeted ~500 homes in Aberdeen City in areas with high levels of social deprivation and occupants with respiratory illnesses susceptible to exacerbation with exposure to cold temperatures in the home. The intervention was delivered in partnership with NHS Grampian, ESC and SCARF a third sector organisation. Eligible participants were provided with a heating assessment and where possible, their heating bills were paid until the end of March. An evaluation is being planned to assess the extent to which this intervention can reduce hospital admissions for respiratory conditions, as well as impact on other health outcomes;
   - Support provided to develop and submit a funding bid for "Wellbeing North East: A Community Research Hub";
   - Work has begun to scope and plan Aberdeen City Council organisational development and cultural change activities;
   - Public, Patient Involvement and Engagement storyboarding workshops relating to future engagement events have started. Local Empowerment Groups, Outcome Improvement Groups, Community Engagement Group are now included in the AHDRC planning process. Simulator software information in relation to community priorities is being analysed and used along with community representatives to inform AHDRC priorities. All relevant, partners, committees and groups have the AHDRC as a standing item on their meeting agendas;
   - The new Community Engagement Strategy includes AHDRC as a key component of its engagement strategy.

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2.4 <u>Governance</u>

2.4.1 Initial Terms of Reference have been developed for all identified governance groups. These have all either met or first meetings are planned.

2.5 <u>Essential Administrative Actions</u>

- A Partnership Collaboration Agreement has been prepared and is currently being reviewed for signature by all partners.
- Programme Milestones uploaded to NIHR REALMS portal
- Contracting organisation established as NIHR supplier

3 NEXT STEPS

3.1 Activity for the next quarter will continue to focus on recruitment to posts; confirmation of initial research priorities; and broad communication, engagement and involvement with all stakeholders.

Recommendations for Action

It is recommended that members of the CPA Management Group:

i) Note the update.

Opportunities and Risks

AHDRC will develop a risk register in the next quarter.

Consultation

All AHDRC co-applicants have been consulted in the preparation of this report.

Background Papers

AHDRC Application – Report to CPA Board, 6th July 2022

<u>Contact details:</u>

Name	Martin Murchie
Title	Chief Officer, Data & Insights (Aberdeen City Council) & Acting Director Aberdeen Health Determinants Collaborative
Email Address	mmurchie@aberdeencity.gov.uk

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Cost of Living - Aberdeen

November 2022

Derek McGowan, Chief Officer Early Intervention & Community Empowerment

Martin Murchie, Chief Officer Data & Insights

ABERDEEN
CITY COUNCIL

Agenda Item 3.3

Inflation

Figure 1: Annual CPIH and CPI inflation rates return to July 2022 highs

CPIH, OOH component and CPI annual inflation rates for the last 10 years, UK, September 2012 to September 2022
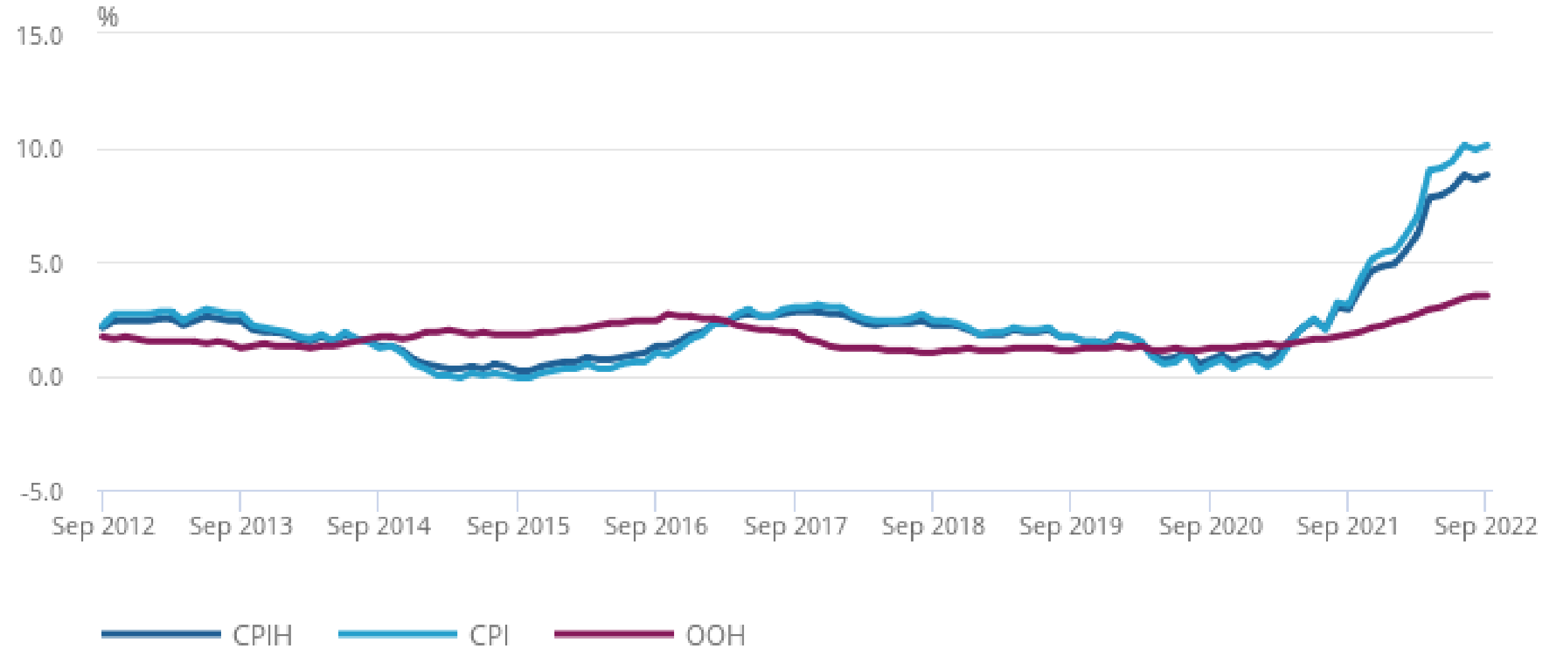
Source: Office for National Statistics – Consumer price inflation

Interest Rates – Bank of England
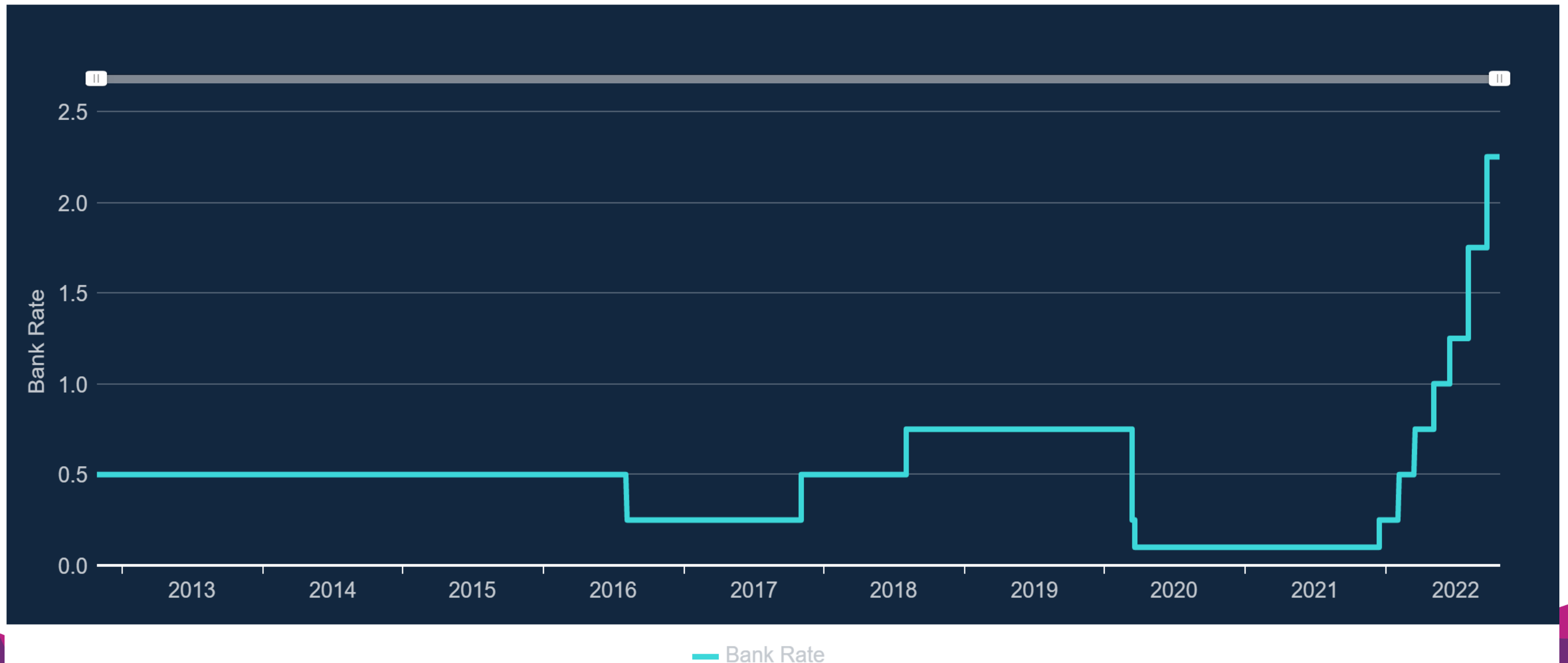
Interest Rates – PWLB Rates since 1994

PWLB Maturity Rates History (exc. LA discount)

12/10 - Not since **2007**

25/10 - Not since **2011**

Legend: 10-10½ | 25-25½ | In excess of 50
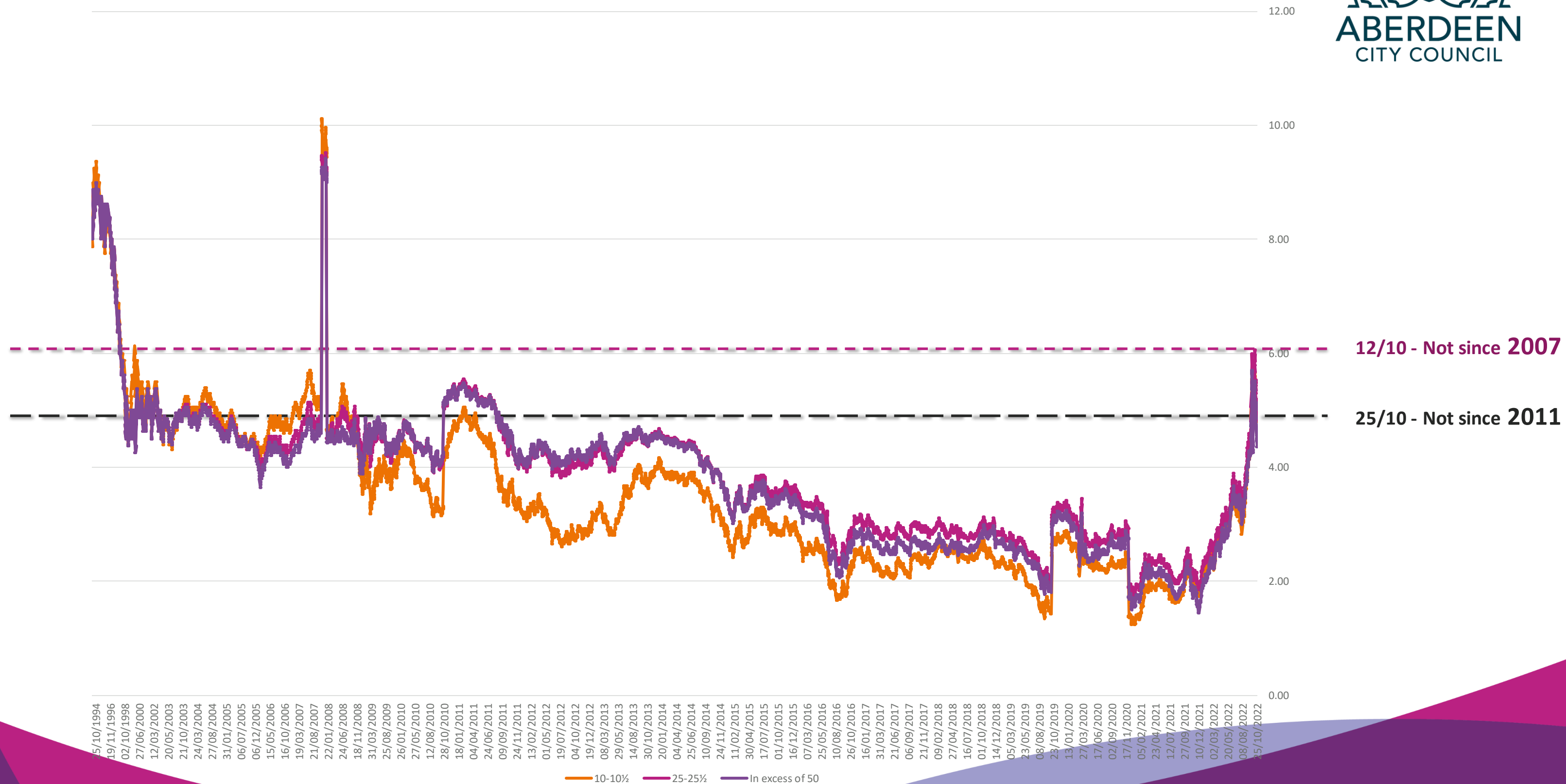
UK Economic Growth (GDP)

Figure 1: Real gross domestic product (GDP) fell by an estimated 0.2% in Quarter 3 (July to Sept) 2022

UK, Quarter 4 (Oct to Dec) 2019 to Quarter 3 (July to Sept) 2022

Only G7 Country not to have recovered to pre-covid levels of real GDP

UK, real GDP percentage change, Quarter 4 (Oct to Dec) 2019 to Quarter 2 (Apr to June) 2022
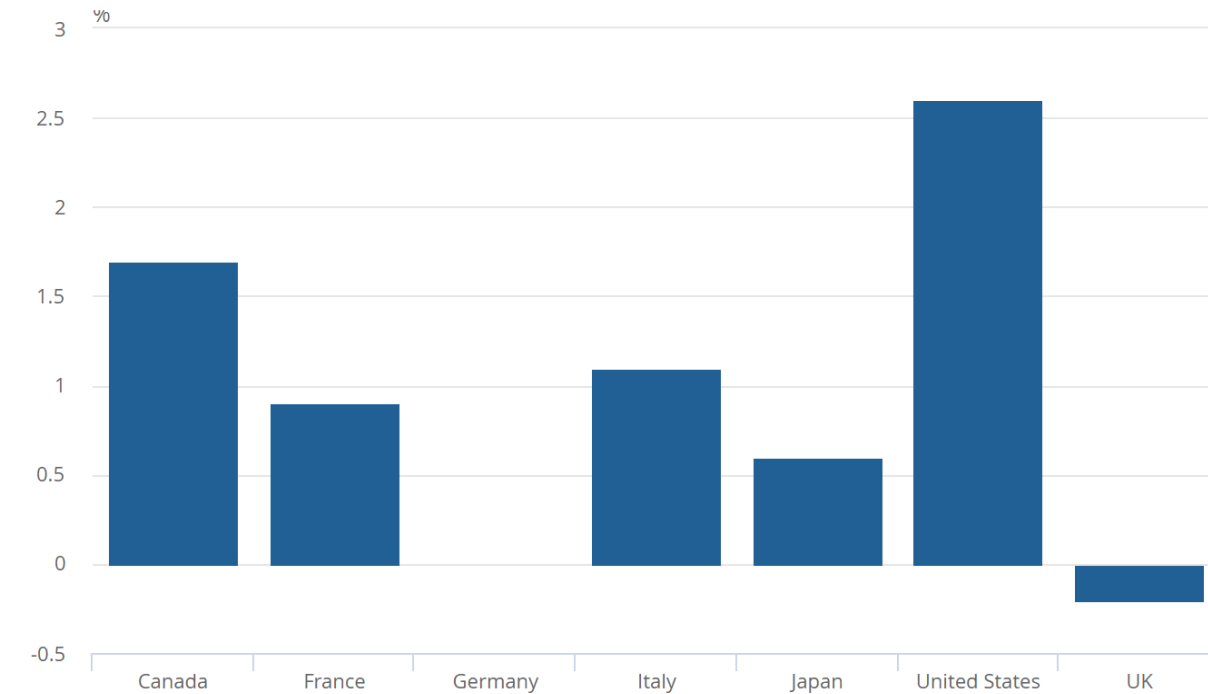
Source: Office for National Statistics – GDP quarterly national accounts

Source: Office for National Statistics – GDP first quarterly estimate

Aberdeen City

How Prices and Wages are Shifting

Inflation rate (year on year) and mean nominal wage growth (year on year)

■ Inflation rate (year on year)
■ Mean nominal wage growth (year on year)

Impact of Rising Prices on Money in Your Pocket
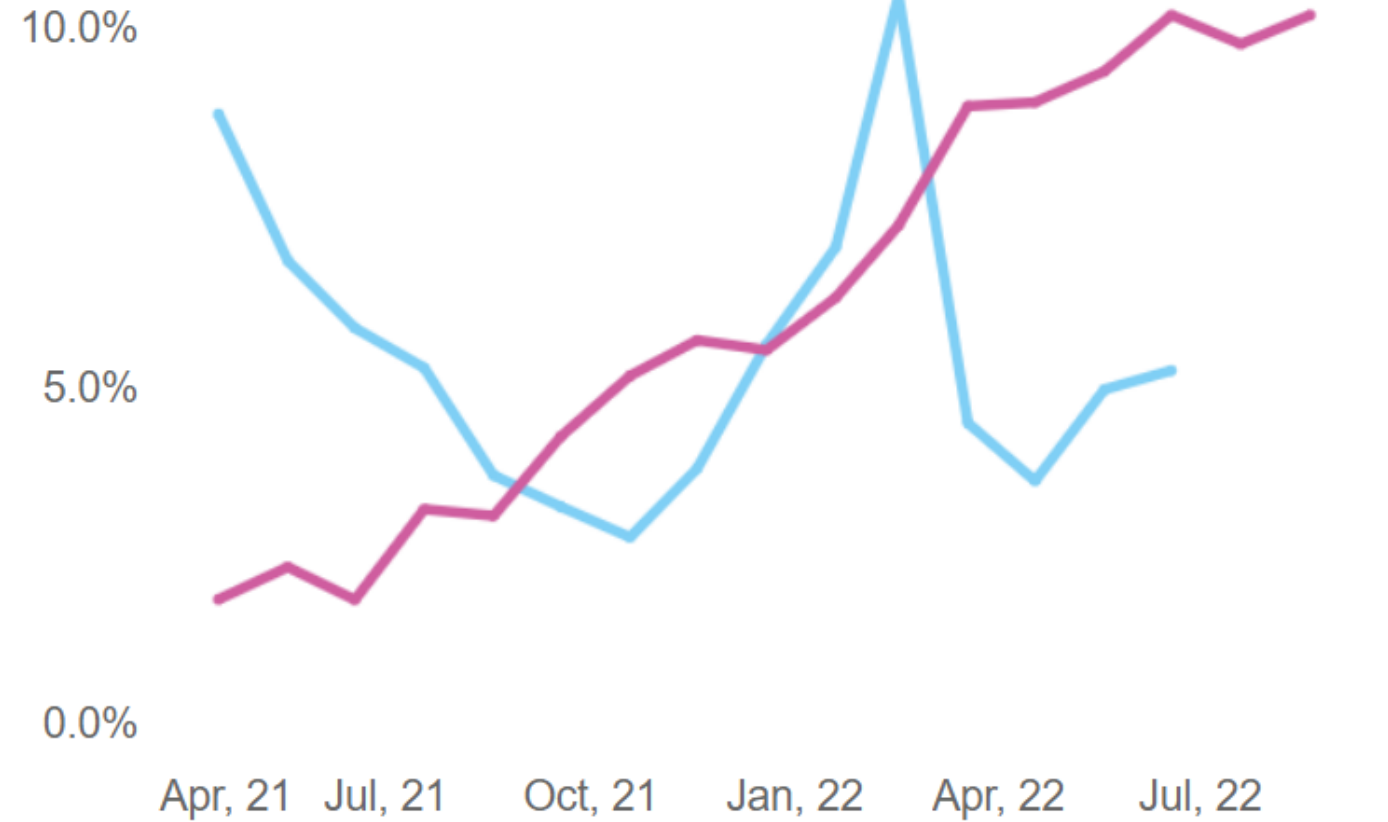
Mean real wage growth (year on year)

Local Government Data Dashboard

Local Authority

Aberdeen City

Health and Social Care Indicators

Covid-19 Related Deaths

2

Previous Week: 2 (+0)
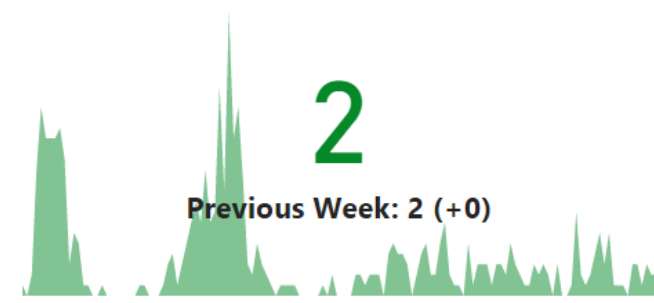
Hospital Delayed Discharges

27

Baseline: 20 (+35%)

Council Staff Absence

10%

5%

Jul 2020   Jan 2021   Jul 2021   Jan 2022
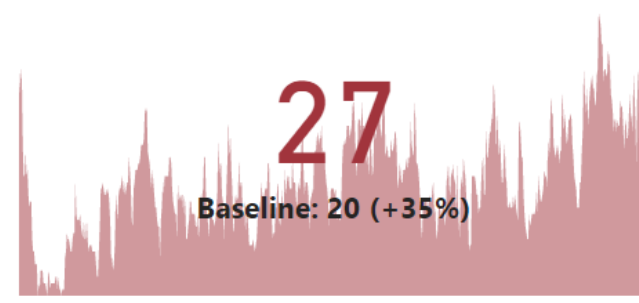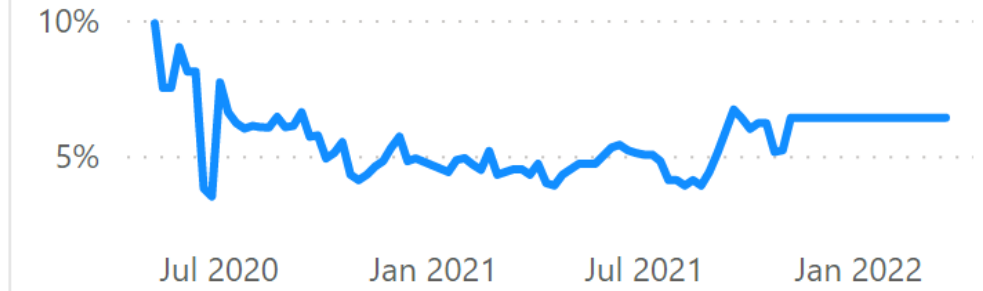
Housing Indicators

Rent Arrears in last quarter

14.0%

Previous quarter: 13.8% (+0.2%)
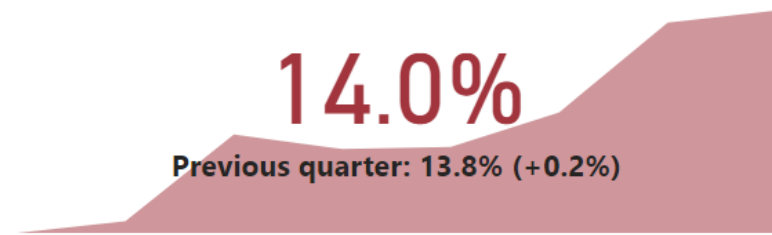
Homelessness Applications received last quarter

390

Previous quarter: 307 (+27.04%)
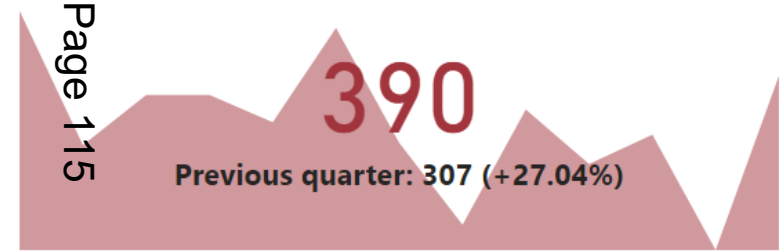
Education Indicators

Pupil Attendance

97%
95%
93%
91%
89%
87%
85%

90.6%

Jan 2022   Jul 2022
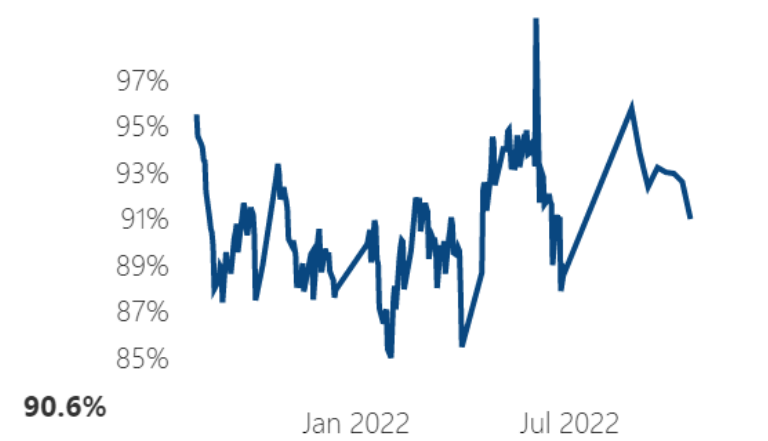
Grants and Benefits Indicators

UC and JSA Claimant Count

5,325

Previous Month: 5,270 (+1%)
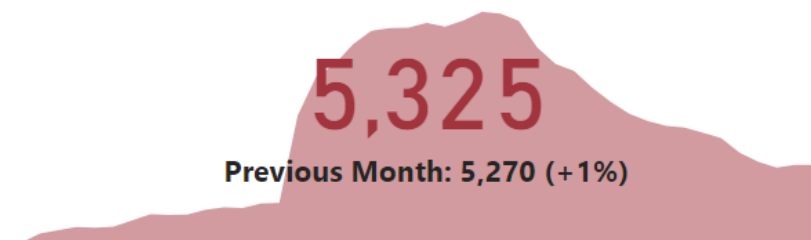
Discretionnary Housing Payment Awarded (£)

● 2019/2020 ● 2020/2021 ● 2021/2022 ● 2022/2023

2M
1M

Apr May Jun Jul Aug Sep Oct Nov Dec Jan Feb Mar
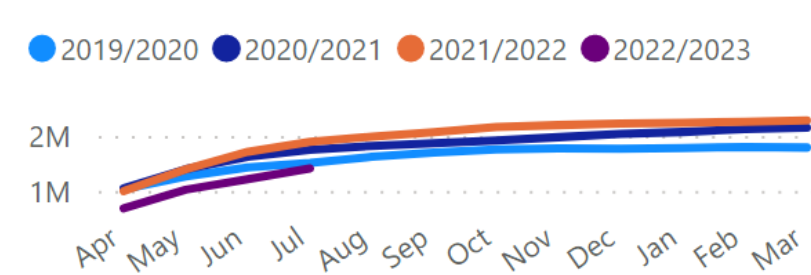
Community Care Grants Awarded (£)

● 2019 ● 2020 ● 2021 ● 2022

0.1M
0.0M

Jan Feb Mar Apr May Jun Jul Aug Sep Oct Nov Dec

Crisis Grants Awarded (£)

● 2019 ● 2020 ● 2021 ● 2022

100K
50K

Jan Feb Mar Apr May Jun Jul Aug Sep Oct Nov Dec
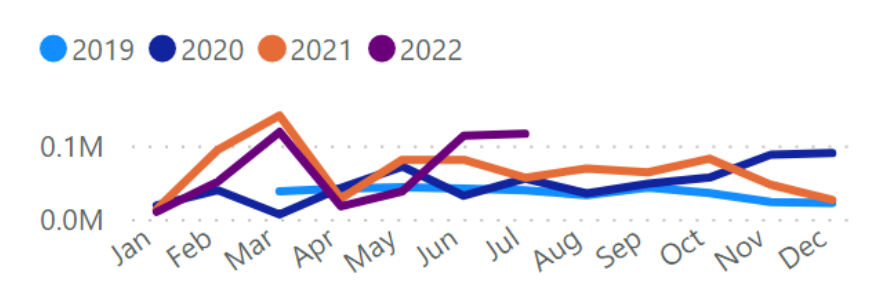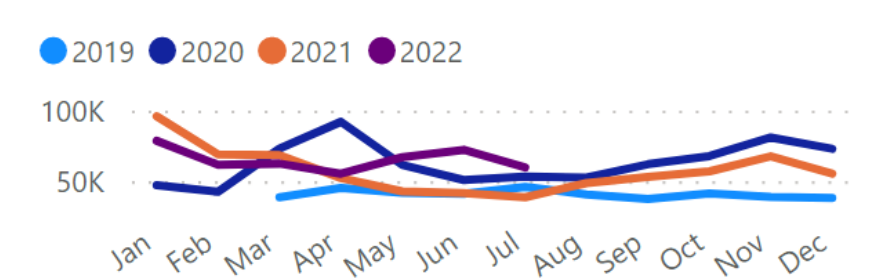
Child and Adult Protection – Activity in previous 4 weeks

Number of Domestic Abuse Incidents reported in the last Fortnight

131

% Change from previous Fortnight

(Blank)

Number of 'Adult at Risk' Referals

76

Number of Adult 'Wellbeing' Referals

150

Number of ASP Investigations

12

Number of CP register Additions

6

Total Number of Children with a CP Plan

103

Business Activity Indicators

Business Start-Ups in the last month

25

Previous Year: 34 (-26%)
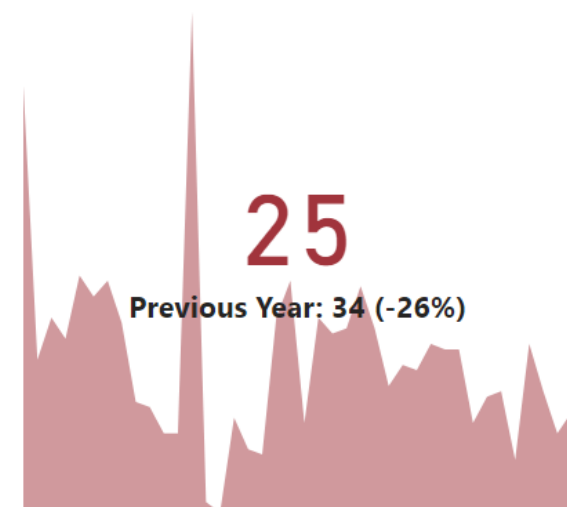
Workplace Activity (% Difference from Baseline)

0

-50

-100

2021   2022
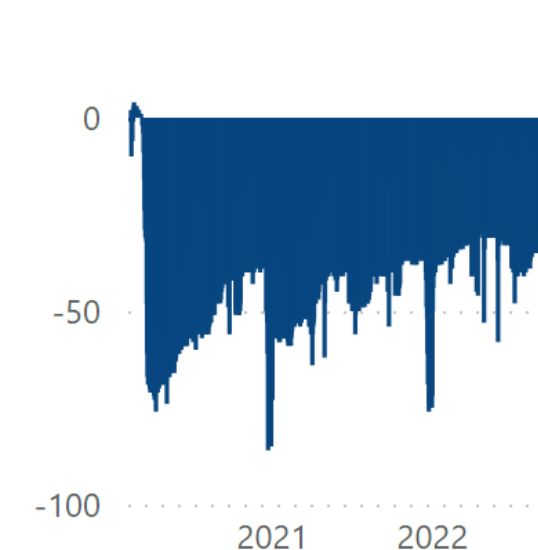
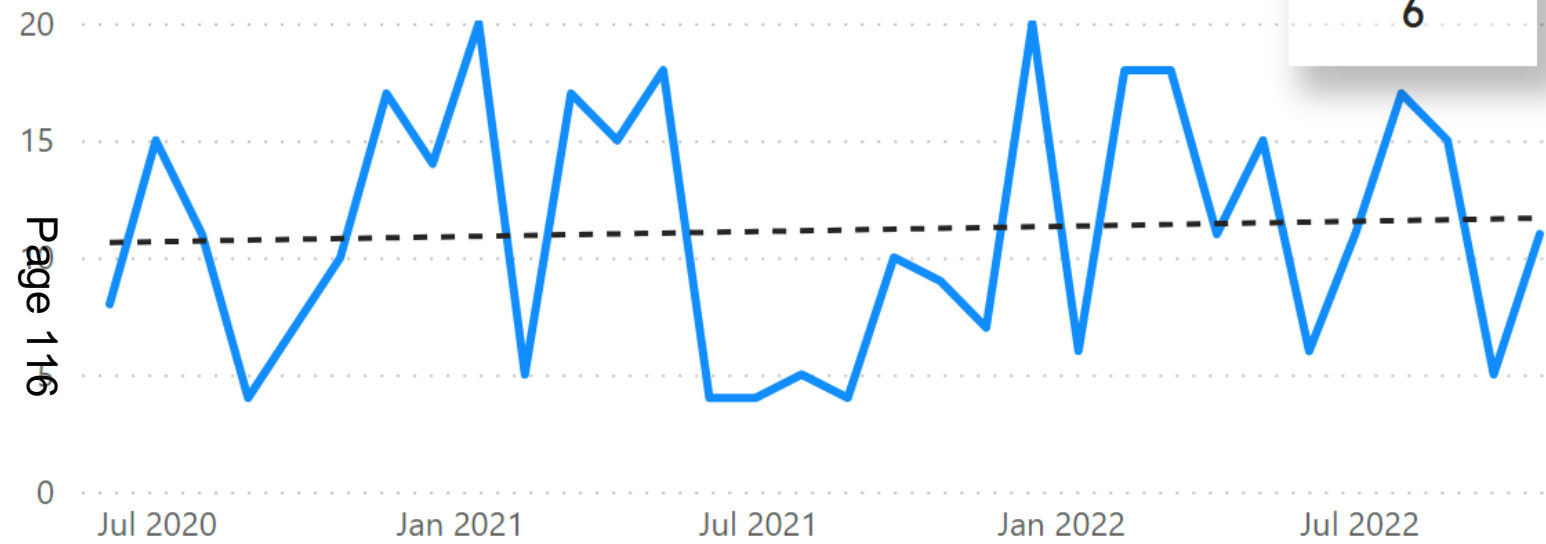### Retail and Recreation Activity (% Difference from Baseline)

0

-50

-100

2021   2022
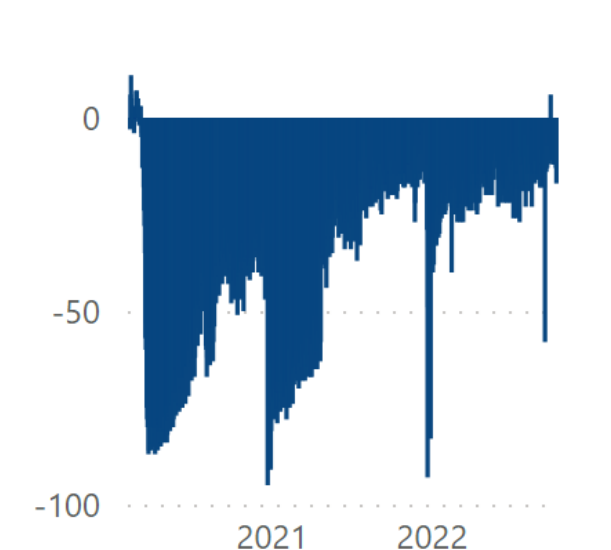
Child Protection Statistics

Source: Scottish Government Vulnerable Children and Adults Report
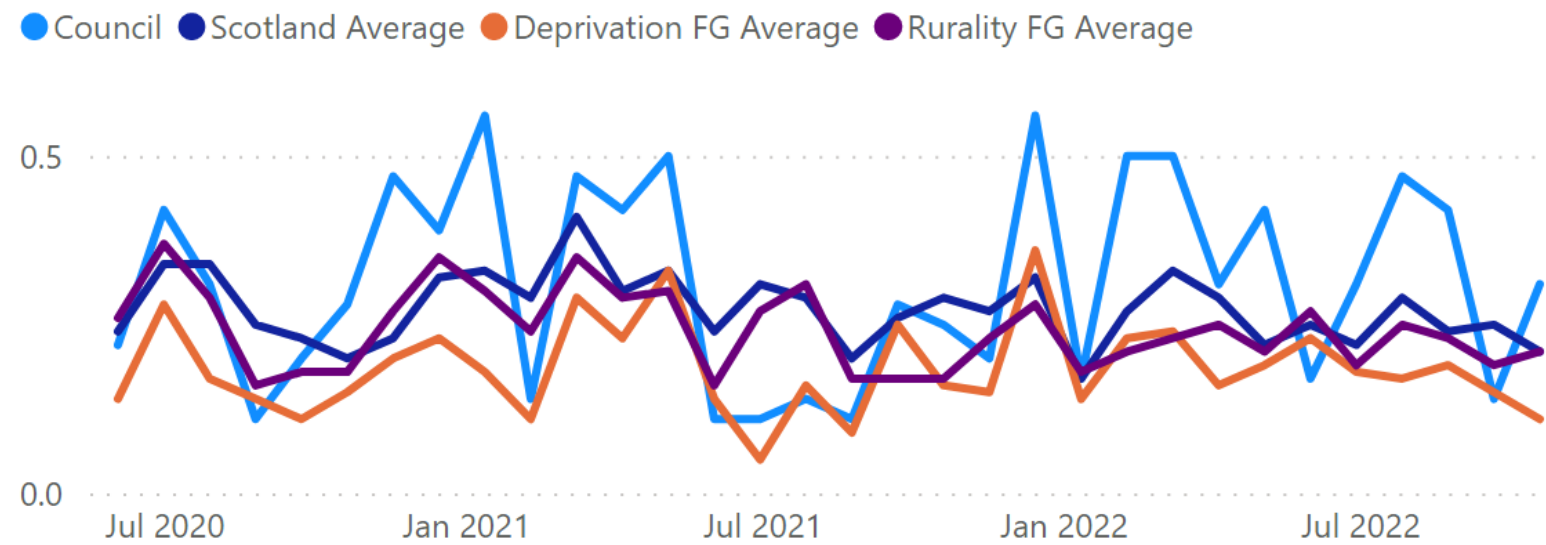All data covers the last four-week period

Aberdeen City

Number of Child Protection Registrations in the last four weeks

Scotland	Aberdeen City	Council Average
193	11	6

Council Range

0 Min — 25 Max

Net Change from Previous Period

6
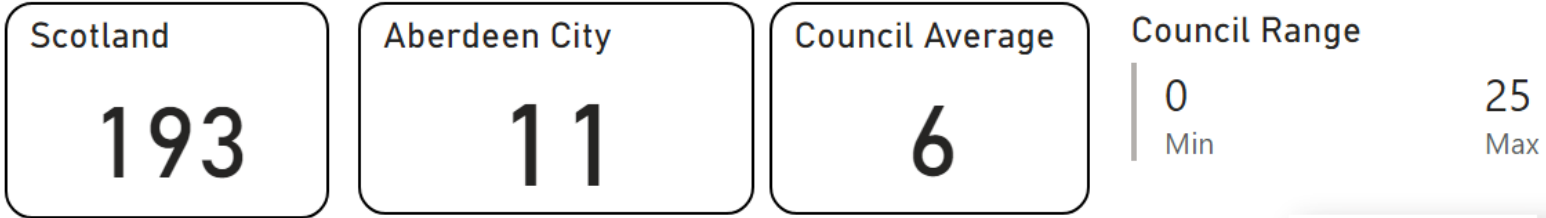
Number of CP Registrations Over Time

20
15
0

Jul 2020 — Jan 2021 — Jul 2021 — Jan 2022 — Jul 2022

Fortnight Child Protection Registrations by Deprivation (per 1,000 0–15 Pop)

● Council ● Scotland Average ● Deprivation FG Average ● Rurality FG Average

0.5
0.0

Jul 2020 — Jan 2021 — Jul 2021 — Jan 2022 — Jul 2022

Current number of Children with a Child Protection Plan

Scotland	Aberdeen City	Council Average
1956	97	61

Council Range

2 Min	293 Max
0.31 Min per 1,000 pop	4.34 Max per 1,000 pop
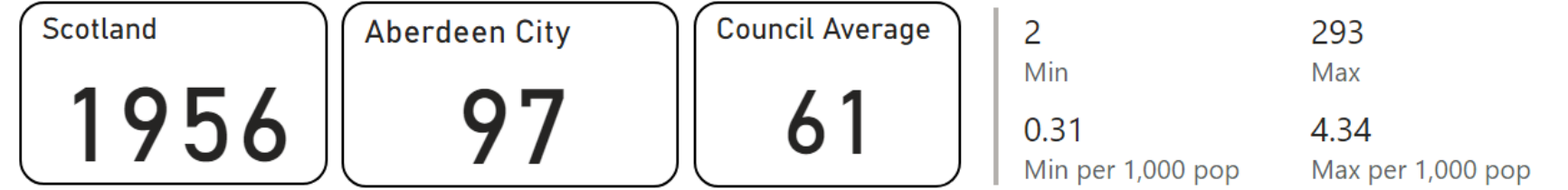
Number of Children with a CP Plan Over Time

● Council ● Scotland Average

140
120
100
80
60

2021 — 2022
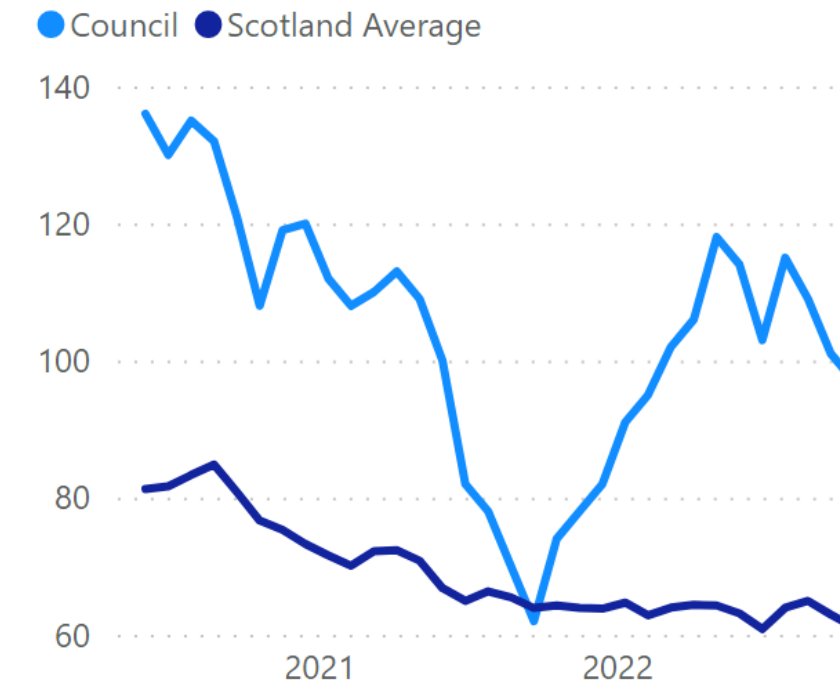
Net Change in Number of CP Plans over time

Net Change from Previous Period

-4

10
0
-10
-20

2021 — 2022
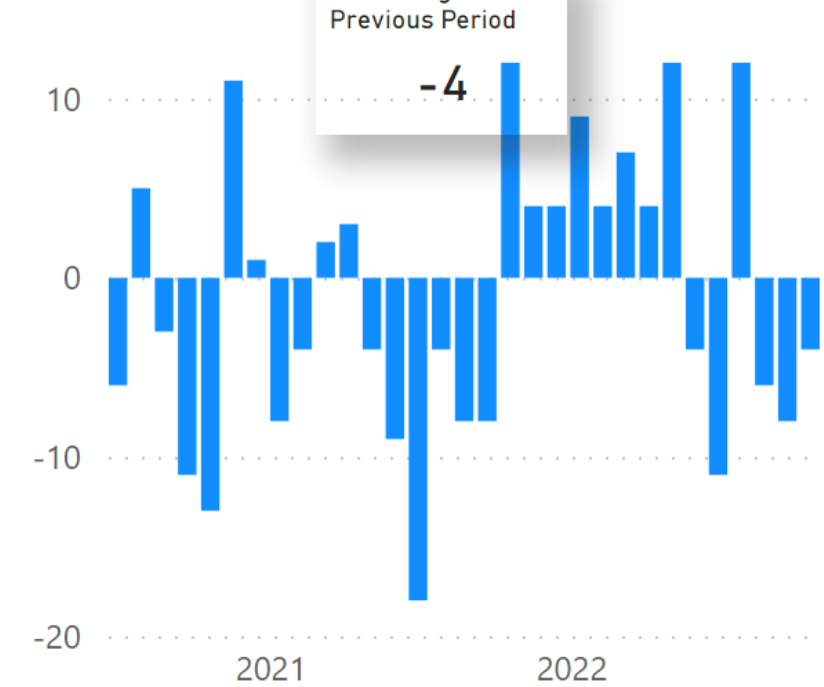
Number of CP Plans by Deprivation (per 1,000 0–15 Pop)

● Council ● Scotland Average ● Deprivation FG Average ● Rurality FG Average

0.6
0.4
0.2
0.0

Jul 2020 — Jan 2021 — Jul 2021 — Jan 2022 — Jul 2022
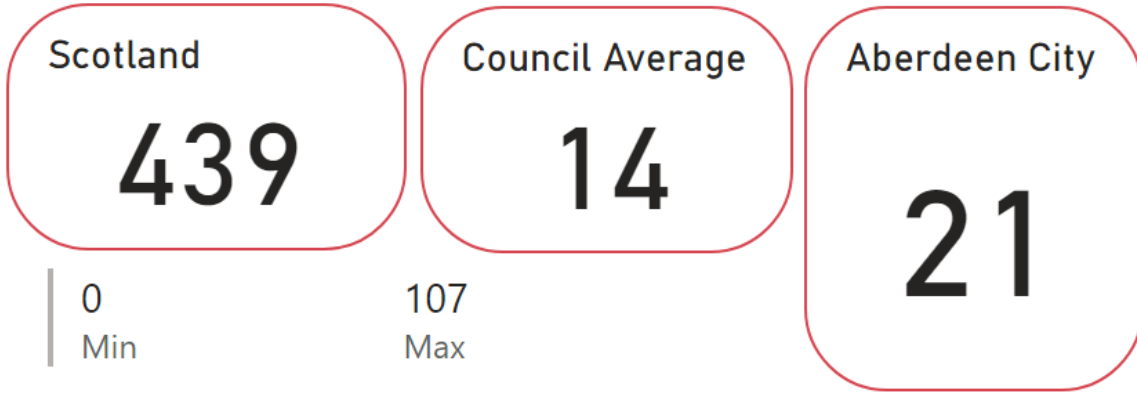
Page 116
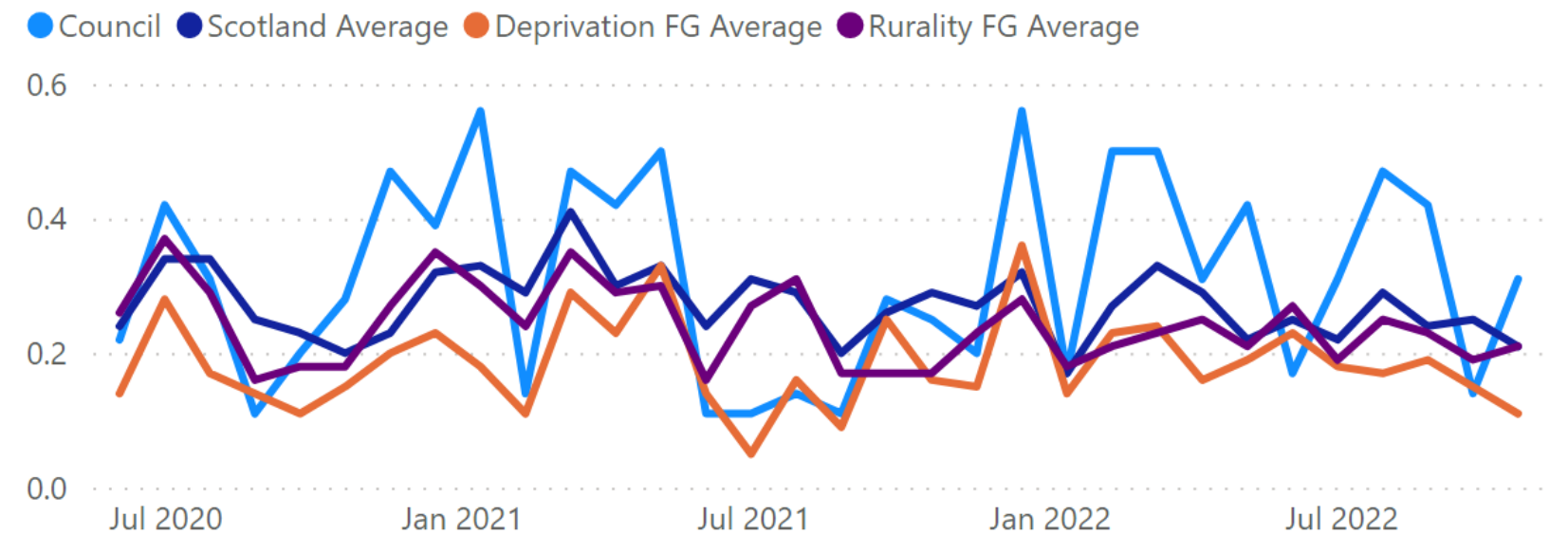
Adult Support and Protection Statistics

Source: Scottish Government Vulnerable Children and Adults Report
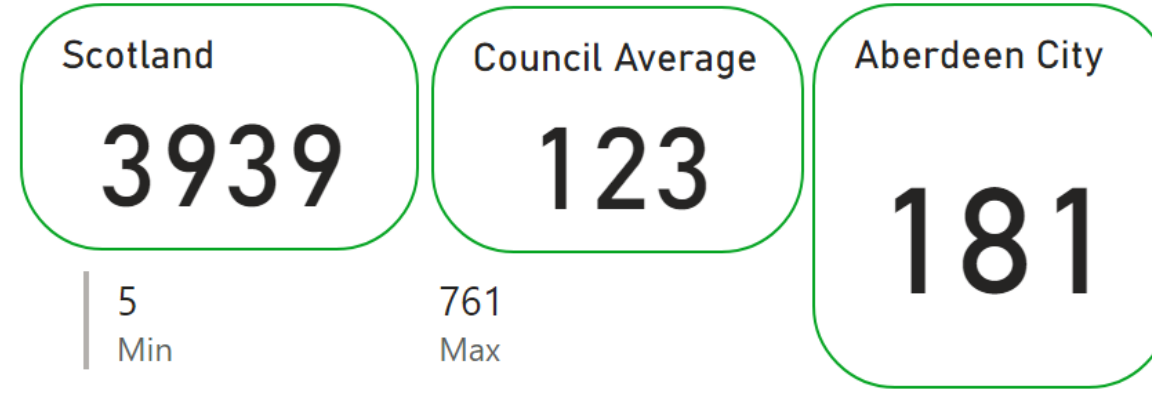All data covers the previous four-week period

Aberdeen City

Adult Support and Protection Investigations

Scotland	Council Average	Aberdeen City
439	14	21

0 Min   107 Max

'Adult at Risk' Referrals

Scotland	Council Average	Aberdeen City
3939	123	181

5 Min   761 Max

'Adult Wellbeing' Referrals

Scotland	Council Average	Aberdeen City
6112	191	313

12 Min   1077 Max
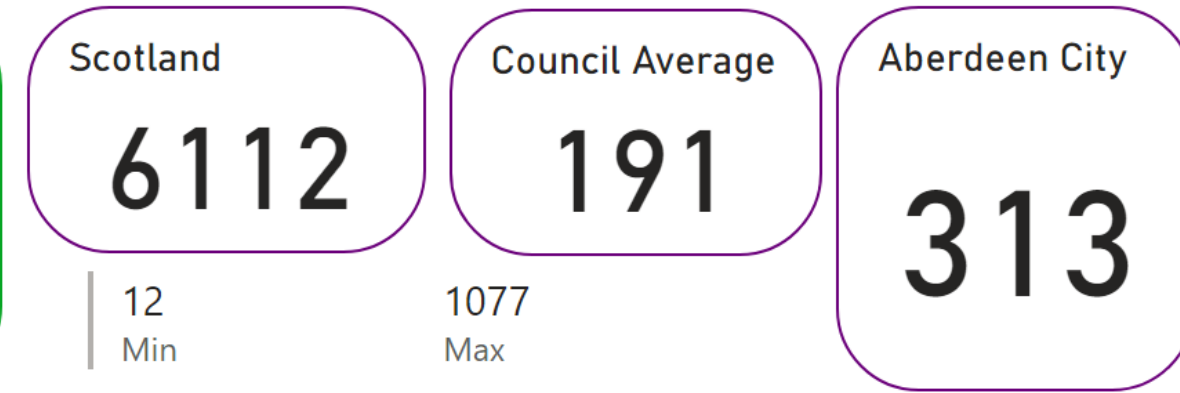
ASP Investigations Over Time

● Council   ● Scotland Average
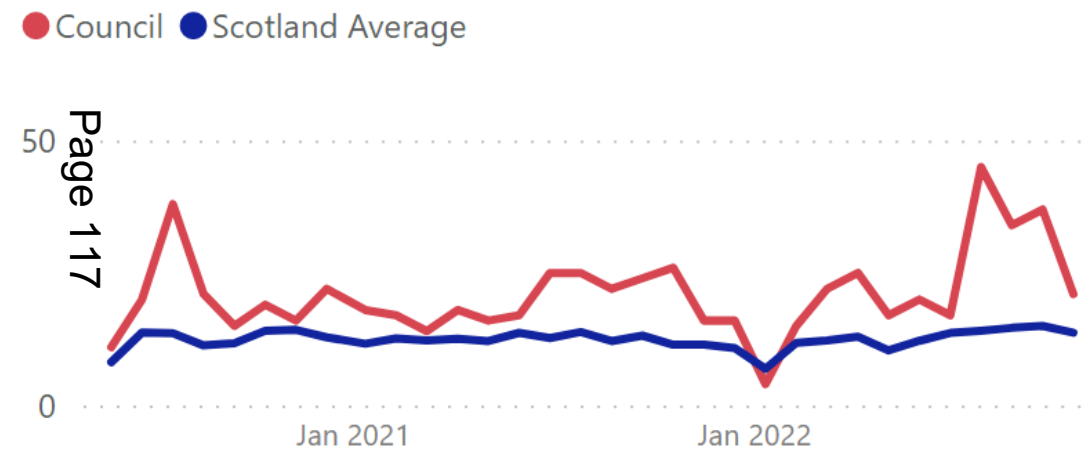
Adult at Risk Referrals Over Time

● Council   ● Scotland Average
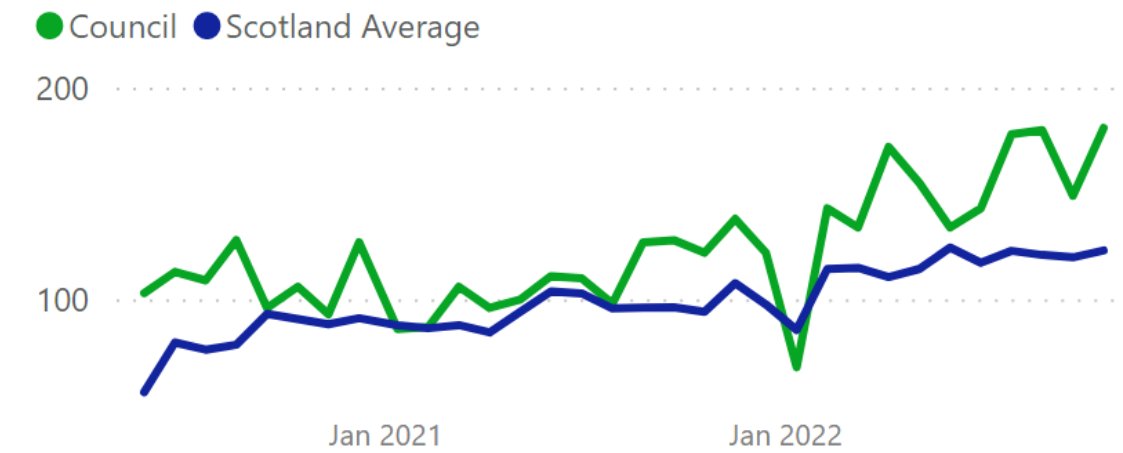
Adult Wellbeing Referrals Over Time

● Council   ● Scotland Average
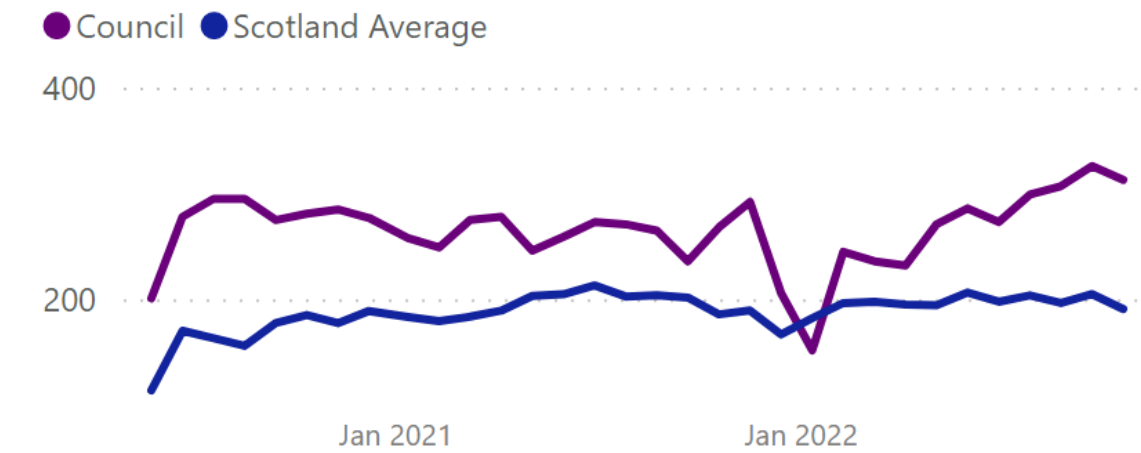
Family Group Comparison - all measures are standardised by 1,000 16+ Population

● Council   ● Scotland   ● FG Average Deprivation   ● FG Average Rurality

● Council   ● Scotland   ● FG Average Deprivation   ● FG Average Rurality

● Council   ● Scotland   ● FG Average Deprivation   ● FG Average Rurality
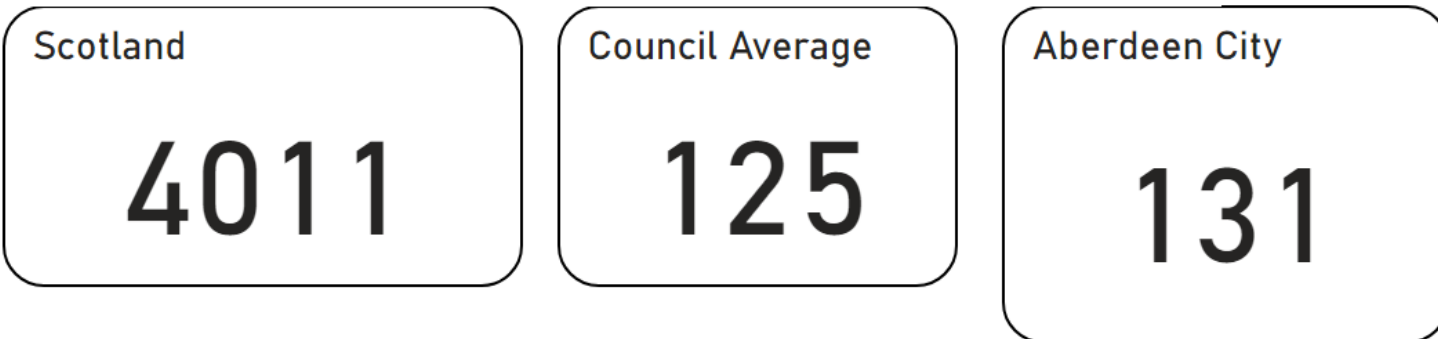

Page 117
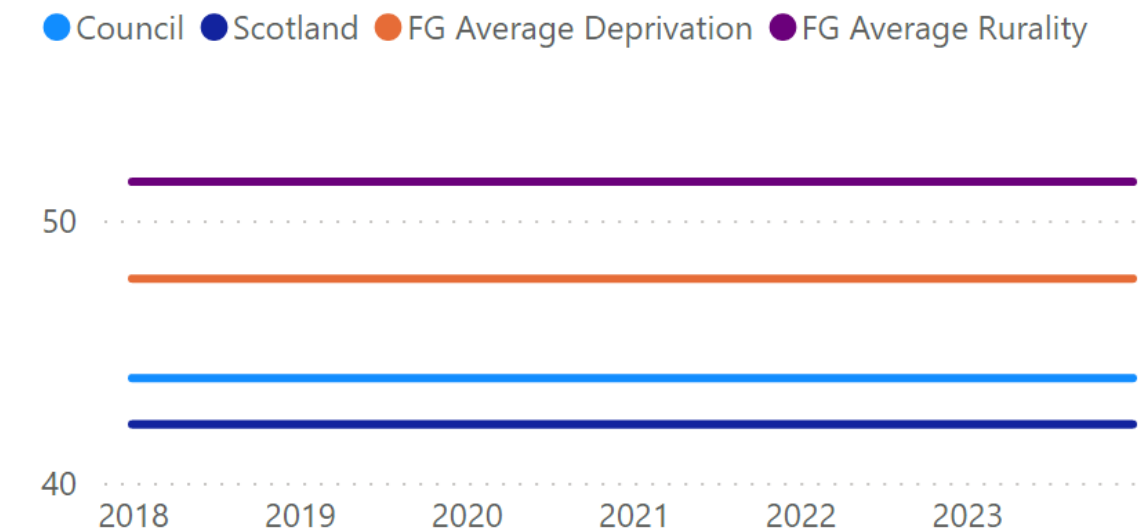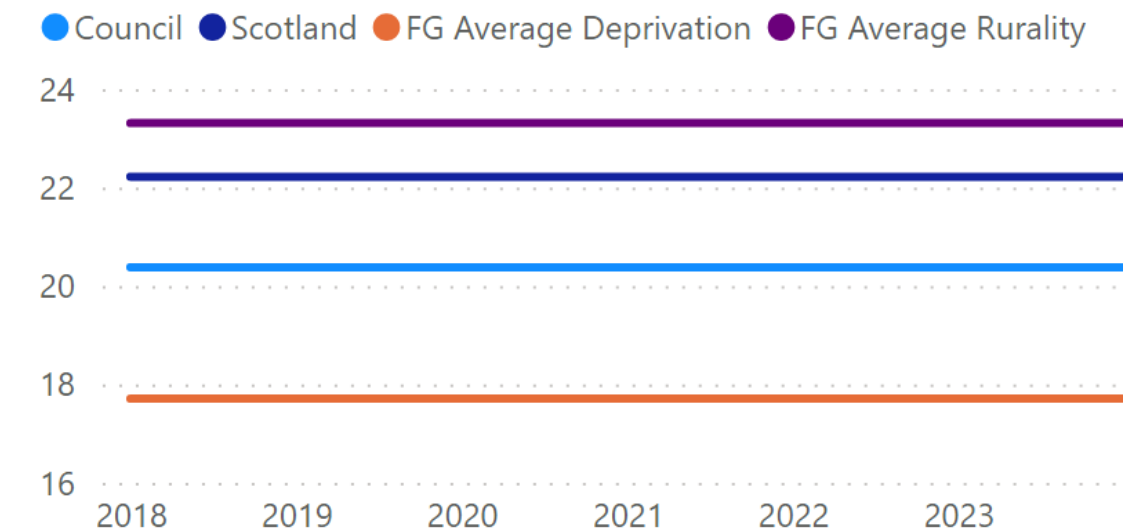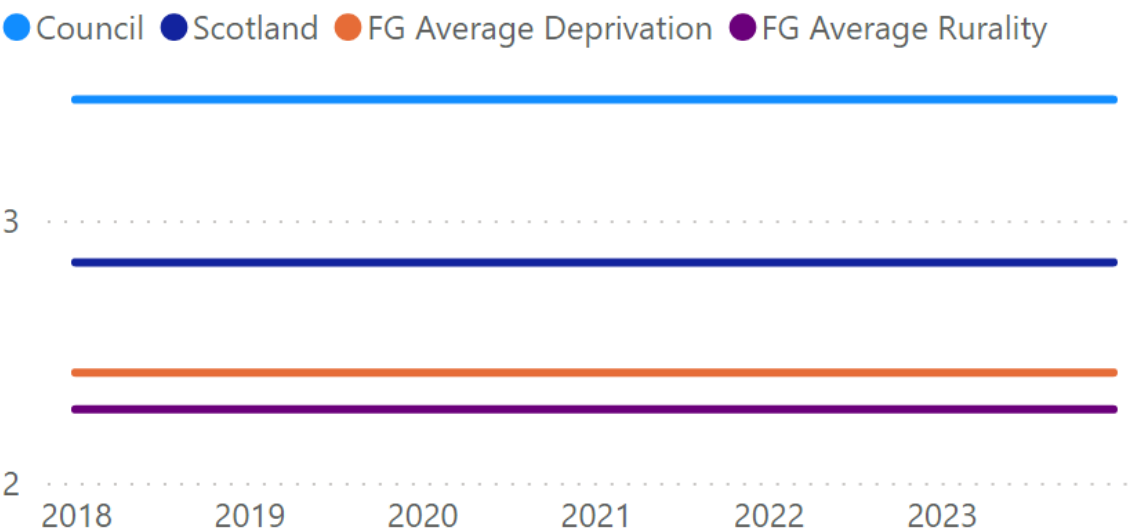
Domestic Abuse Incidents reported to Police Scotland
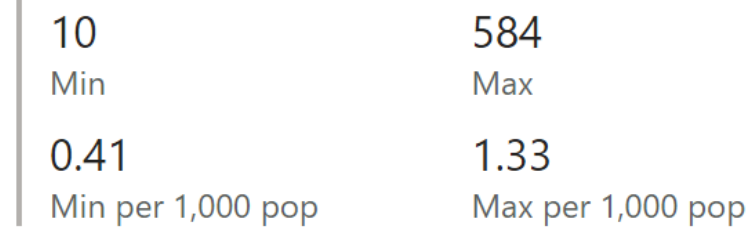
Source: Scottish Government Vulnerable Children and Adults Report
All data covers the previous fortnight period

Aberdeen City

Latest data update captures data from two week period ending:
21/09/2022

Number of Domestic Abuse Incidents in the last Fortnight

Scotland	Council Average	Aberdeen City
4011	125	131

Council Range

10 Min	584 Max
0.41 Min per 1,000 pop	1.33 Max per 1,000 pop

Change From Previous Fortnight

(Blank)

Number of DA Incidents - Month on Month Comparison

● 2020 ● 2021 ● 2022

Domestic Abuse Incidents over time - Scotland Comparison

● Council ● Scotland Average
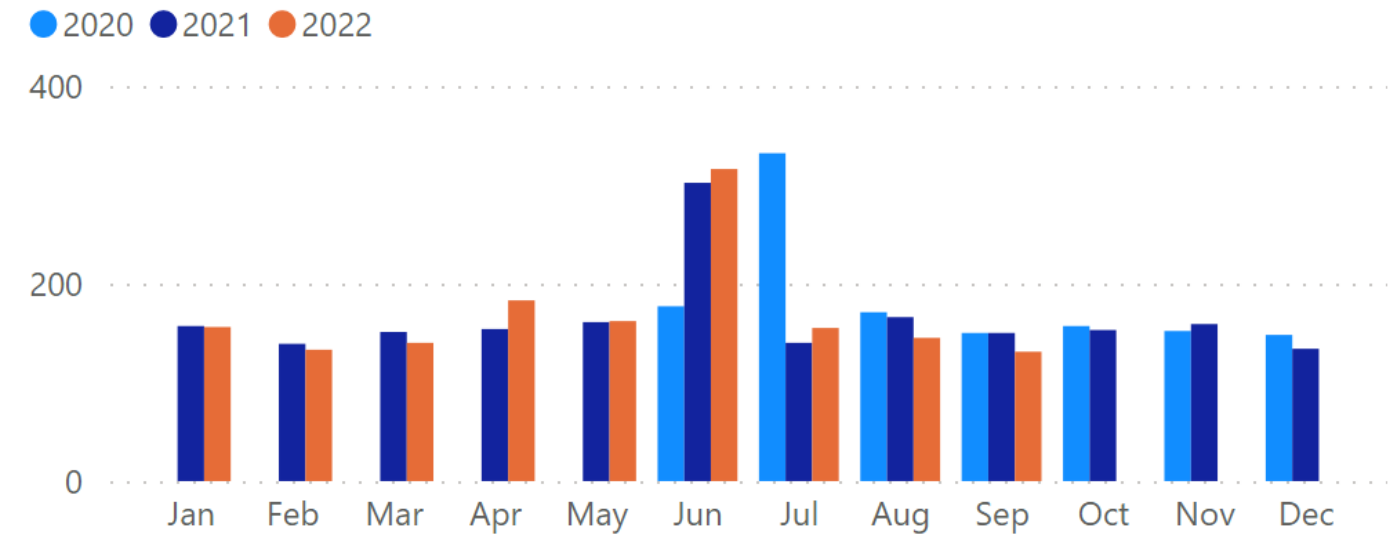
Domestic Abuse Incidents per 1,000 pop - FG Comparison

● Council ● FG Average - Deprivation ● FG Average - Rurality ● Scotland Average

9/21/2022	0.68 Council	-26.09 % FG Rurality	+25.93 % FG Deprivation
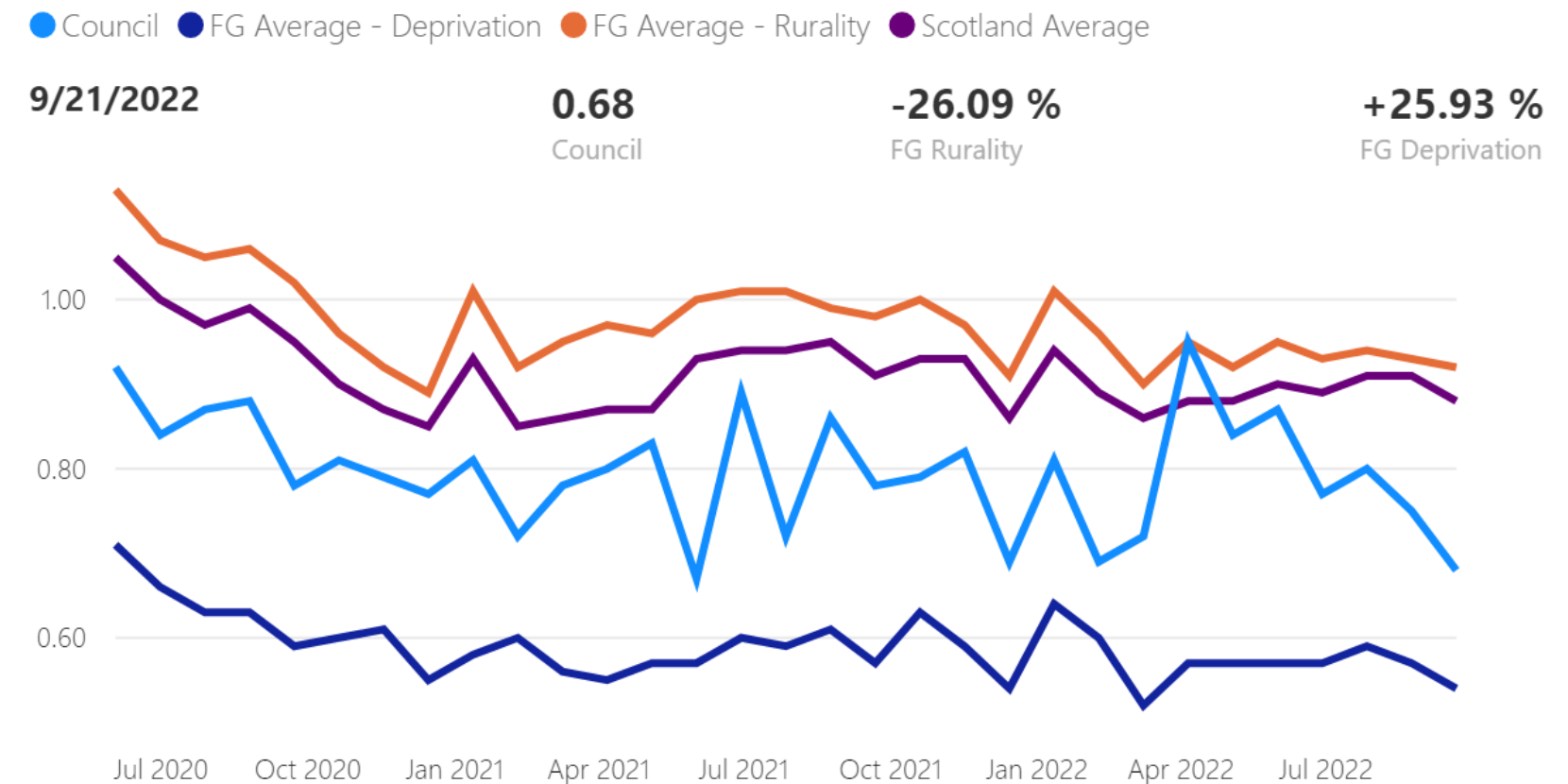
Homelessness Applications Statistics

Source: Scottish Housing Regulator

Aberdeen City ▼

Latest available quarter:

Q1 2022

No. of Homelessness Applications received in the latest available quarter
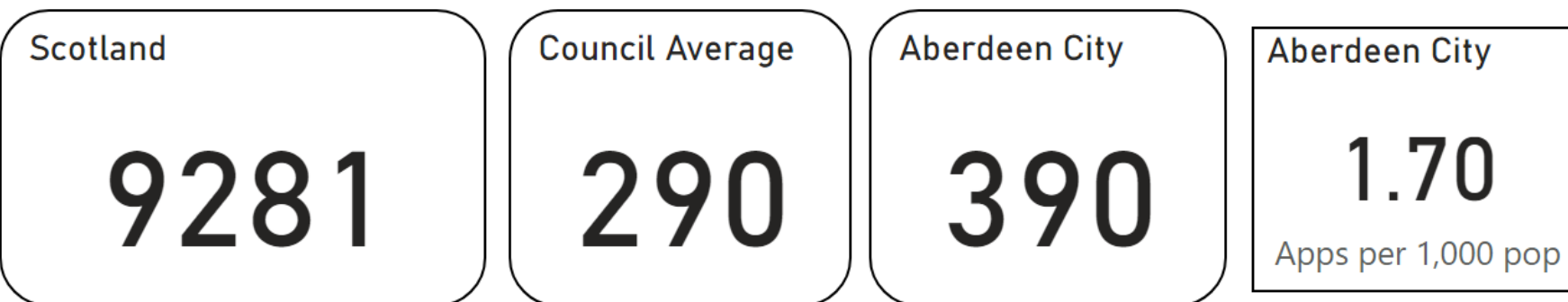
Scotland	Council Average	Aberdeen City
9281	**290**	**390**

Aberdeen City

1.70

Apps per 1,000 pop

Council Range

26	1611
Min	Max
0.85	3.45
Min per 1,000 pop	Max per 1,000 pop

% change from previous quarter
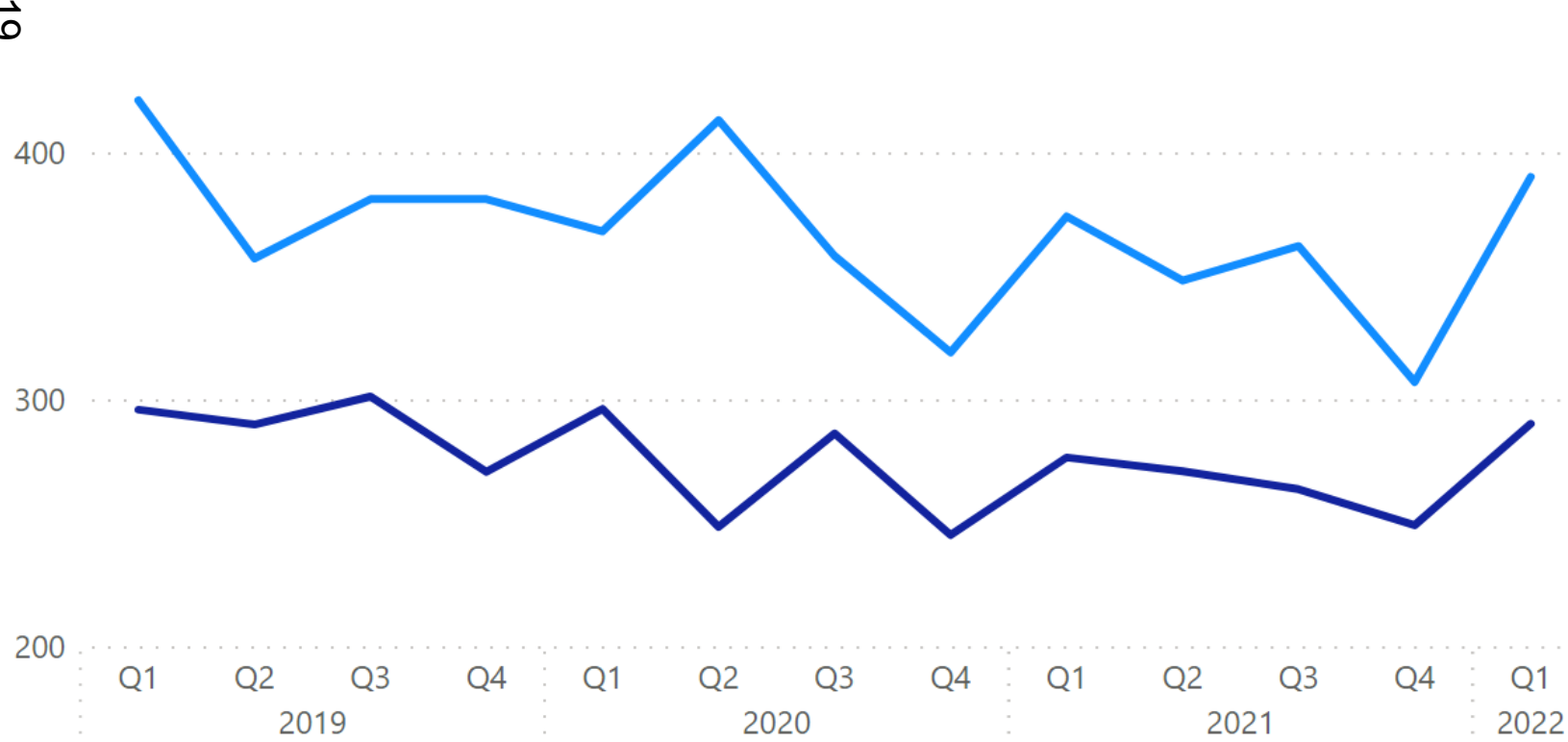
27.0%

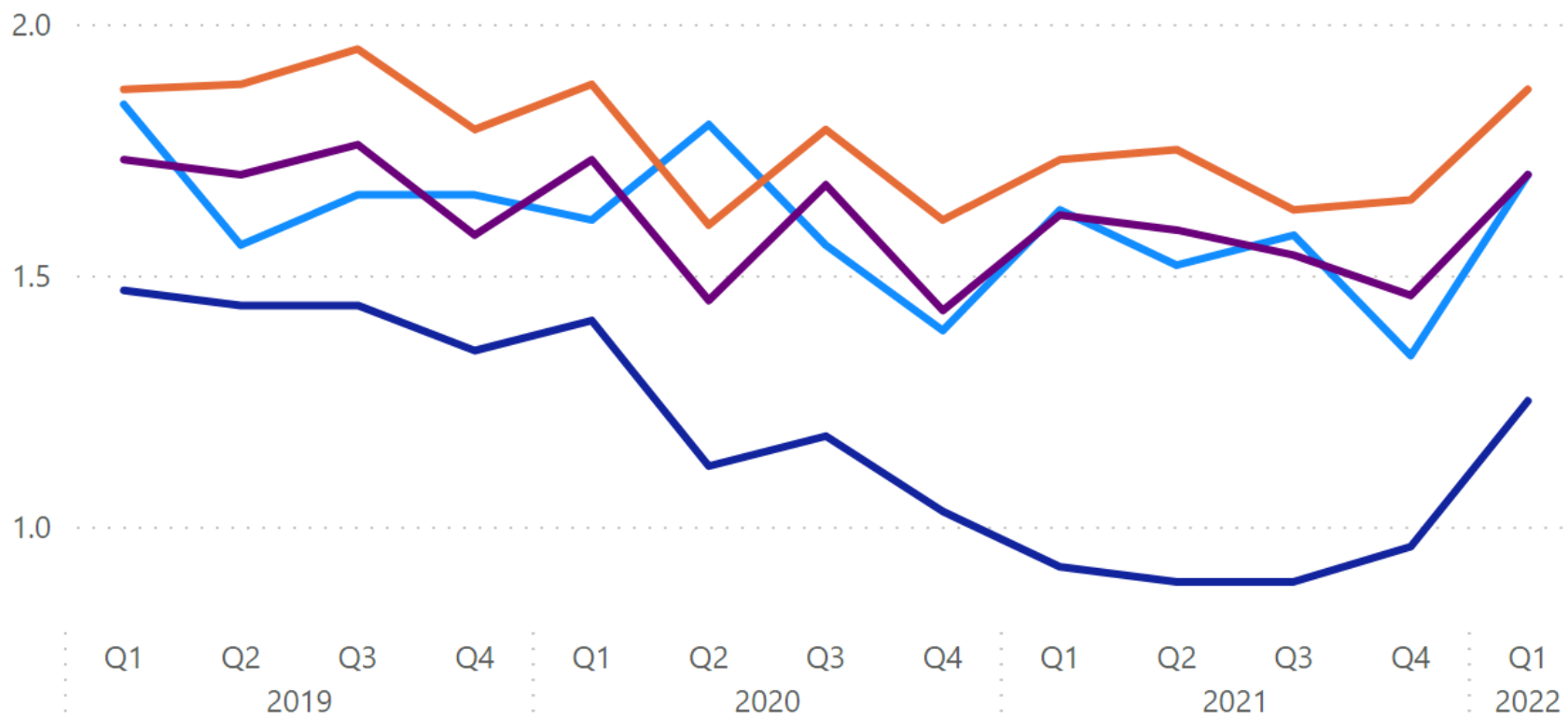**Year-on-year % change**

4.3%

Homelessness Applications Over Time

● Council ● Scotland Average

Homelessness Applications per 1,000 pop - FG Comparison

● Council ● FG Average - Deprivation ● FG Average - Rurality ● Scotland Average

Rent Arrears Statistics
Source: Scottish Housing Regulator

Aberdeen City ▾

Total Gross Rent Arrears in the latest available quarter

Scotland	Council Average	Aberdeen City
£105.0M	**£4.2M**	**£12.9M**

Council Range

£548,507
Min

£12,864,929
Max
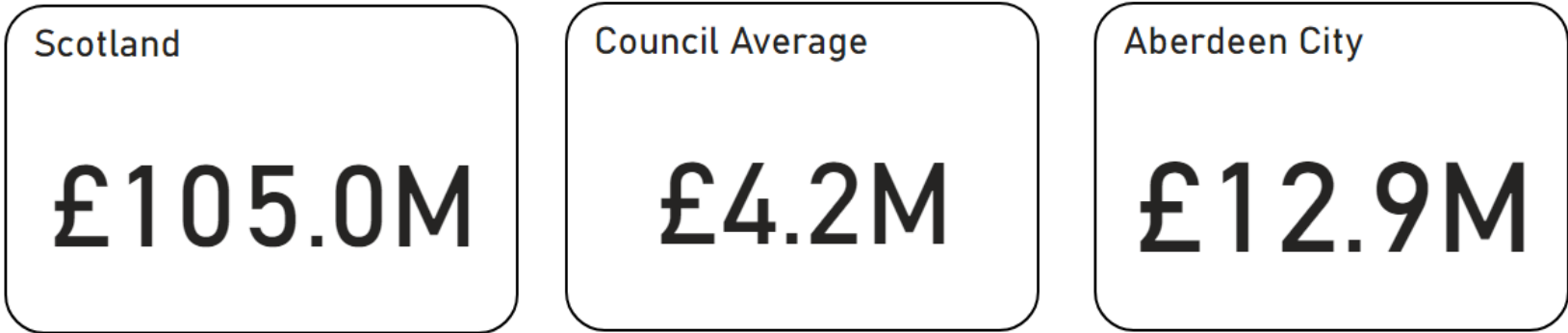
% change from previous quarter

1.79%

Rent Arrears as % of Rent Due in the latest available quarter

Scotland	Aberdeen City
9.0%	**14.0%**

Council Range

4.05%
Min

14.35%
Max
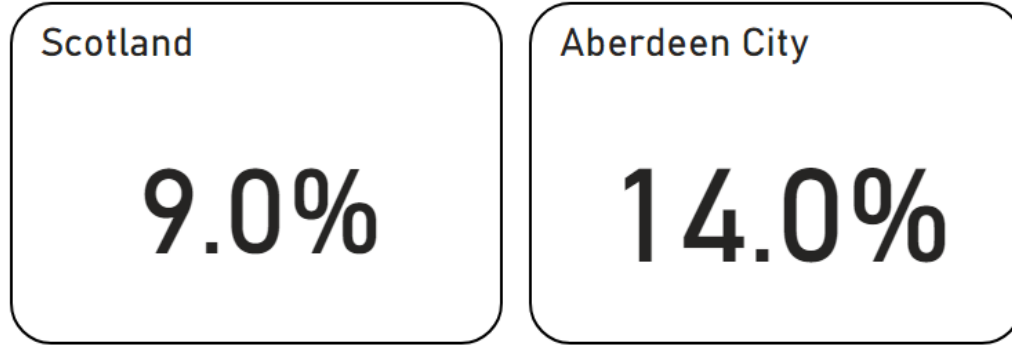
Total Gross Rent Arrears over time - Scotland Comparison
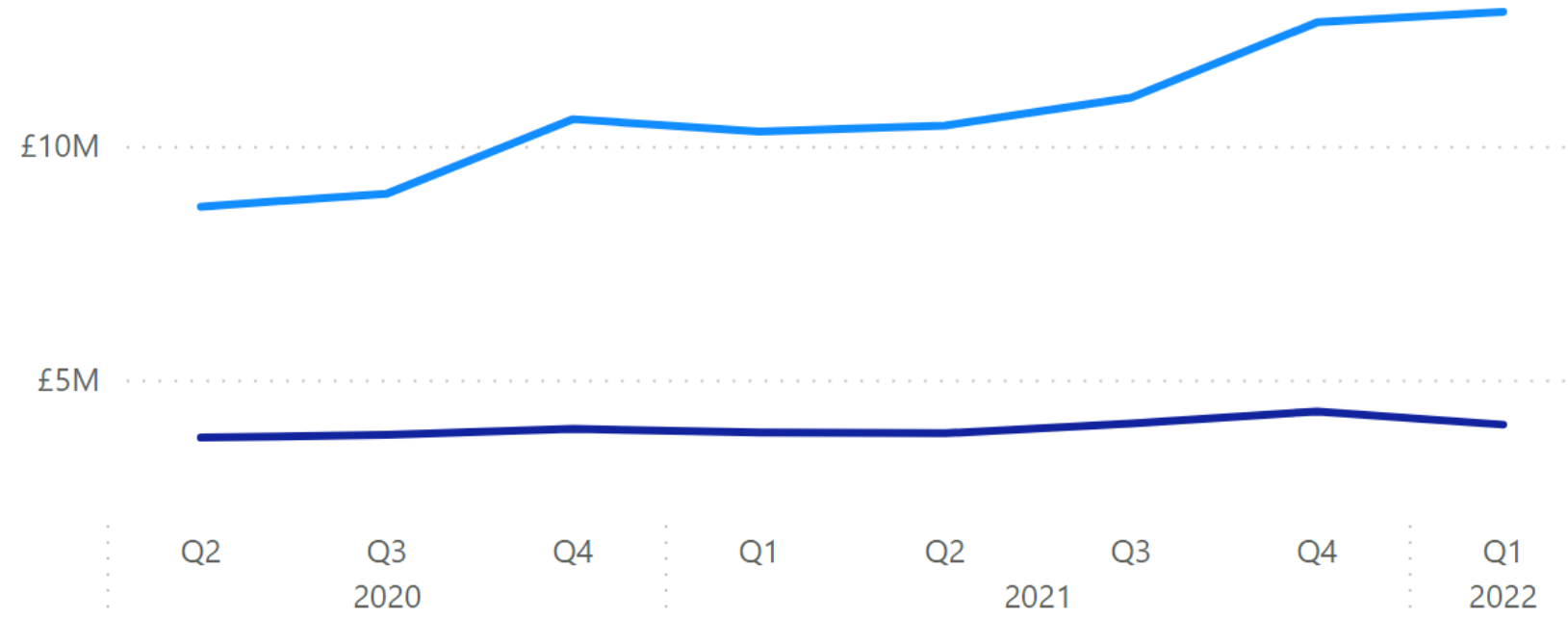
● Council ● Scotland

Gross Rent Arrears as % of Rent Due - Family Group Comparison

● Council ● FG Average - Deprivation ● FG Average - Geography ● Scotland Average
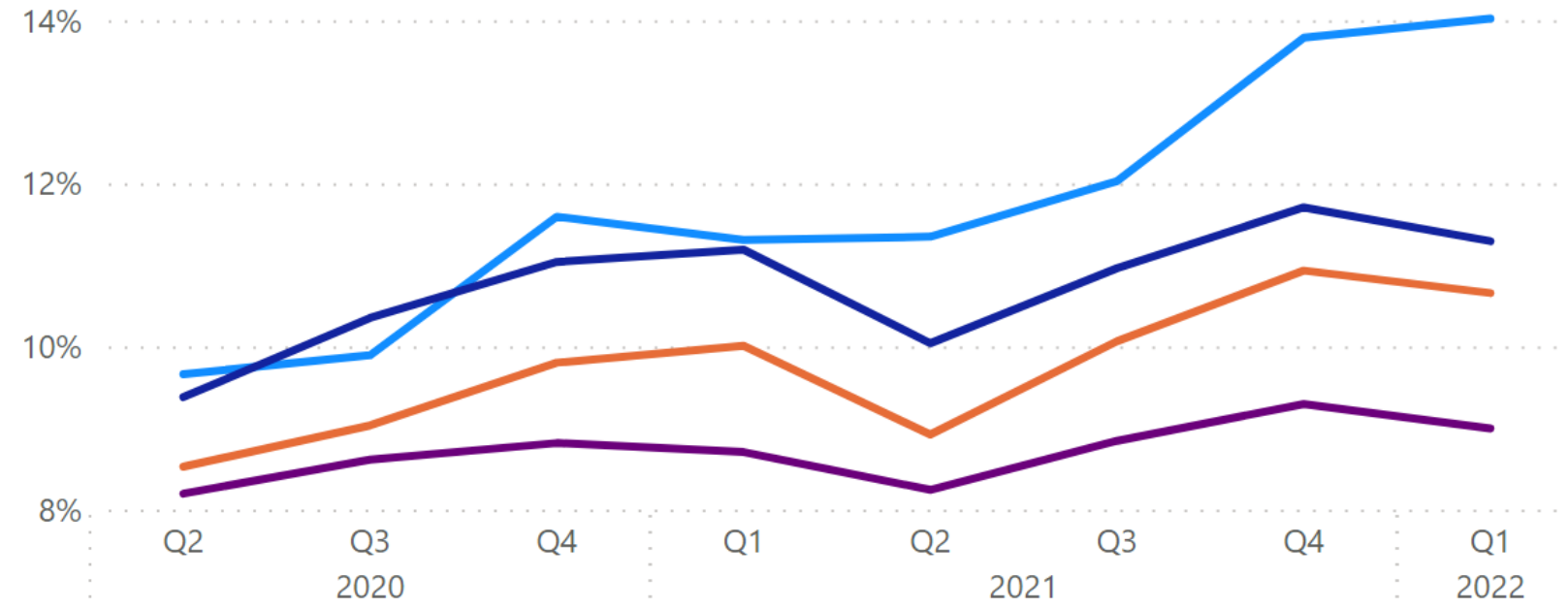
Universal Credit and Job Seeker Allowance Claimants Statistics

Source: NOMIS - Jobseeker Claimant Count publication

Latest monthly Claimant Count figures

Scotland	Council Average	Aberdeen City
110,715	3,460	5,325
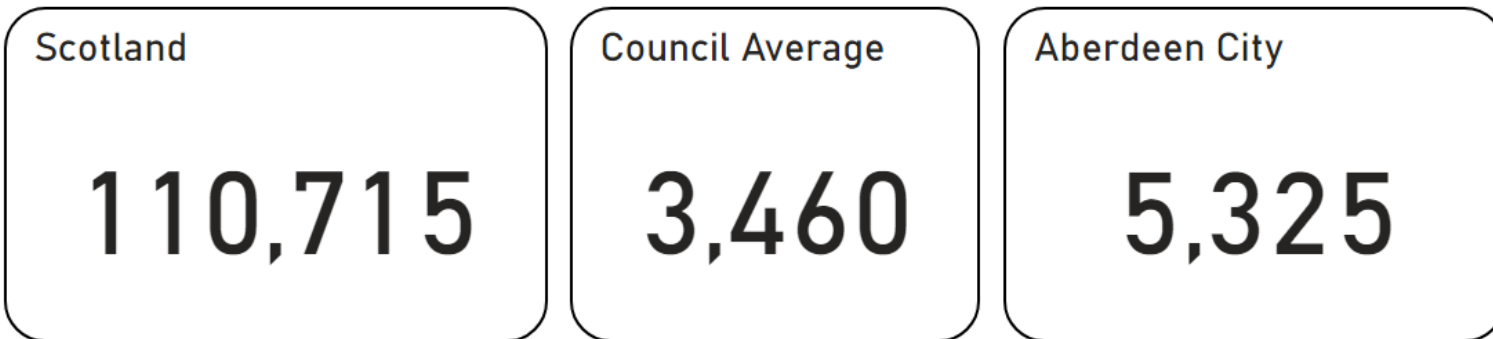
Council Range

185 Min	21,695 Max
1.38 Min per 100 WA Pop	4.83 Max per 100 WA Pop

% Difference from Previous Month

1.04%

Number of JSA and UC Claimants Over Time (Council)

● 2019 ● 2020 ● 2021 ● 2022
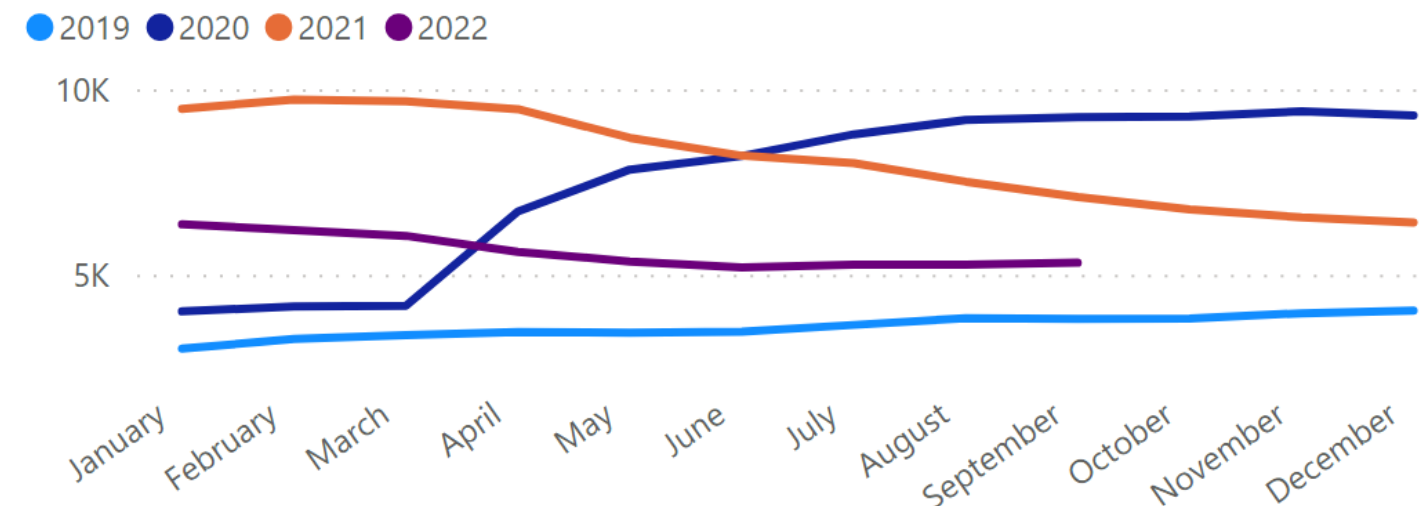
Claimant Count Over Time - Comparison with Scotland Average

● Council ● Scotland Average
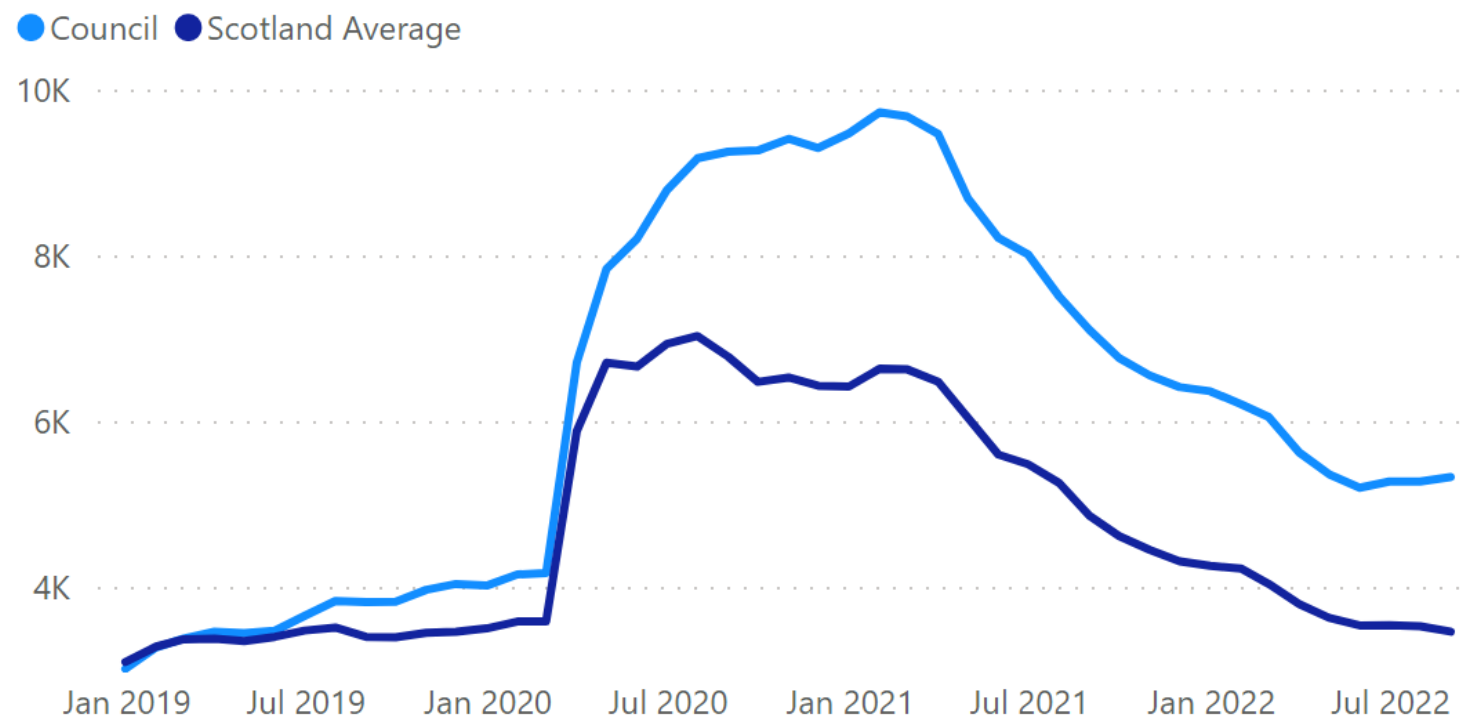
Claimant Count per 100 Working Age pop - Family Group Comparison

● Council ● FG Average - Deprivation ● FG Average - Rurality ● Scotland Average

**September 2022**

3.40 Council	-4.23 % FG Rurality	+45.30 % FG Deprivation
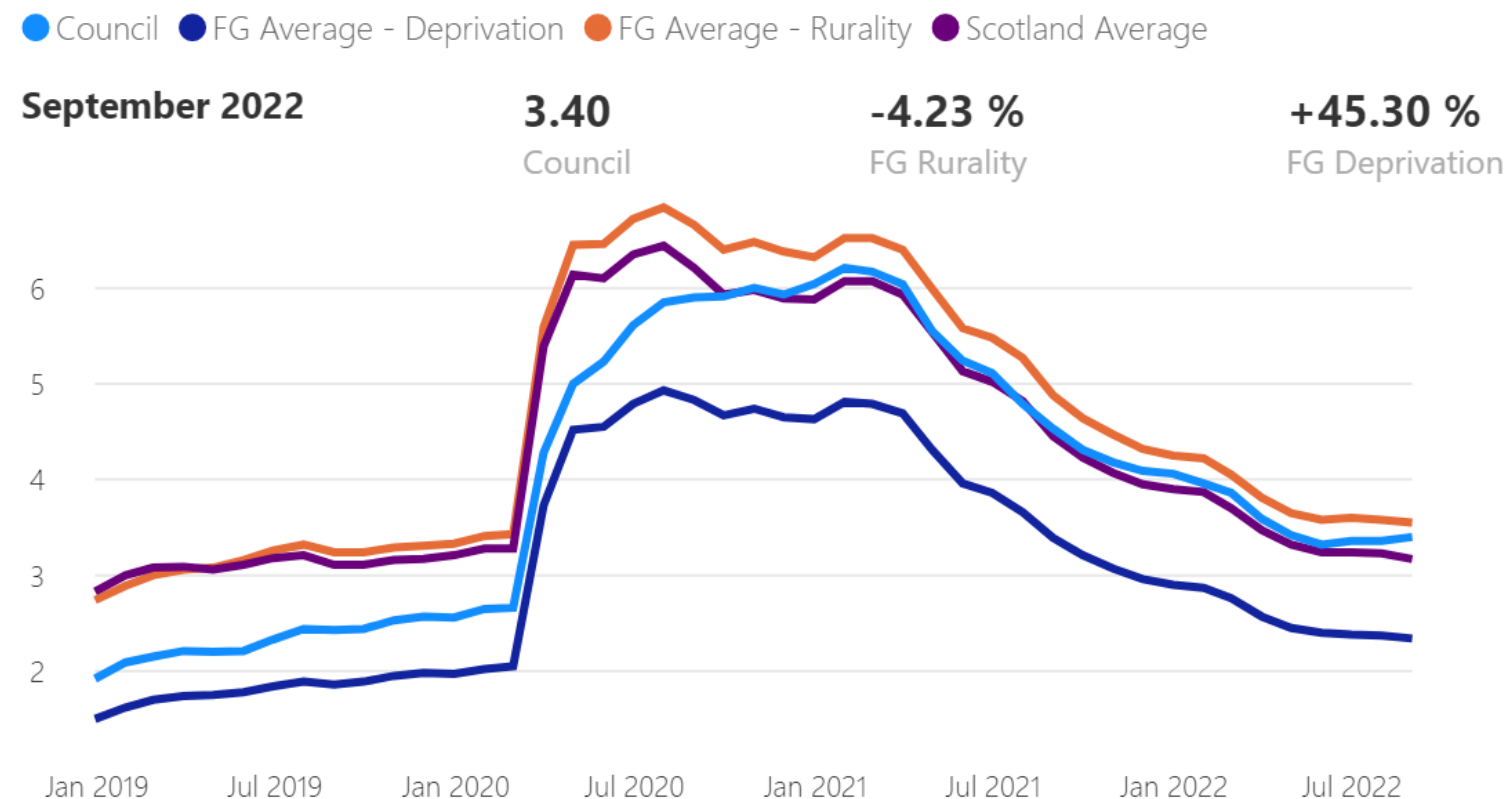
Current position - Headlines

- Mental health, particularly for households we already knew were at risk, has worsened.

- UK Government capped energy bills at £2,500 on average.

- Scottish Government rollout of the Scottish Child Payment.

- Scottish Government is implementing a temporary freeze on rents.

- Moratorium on evictions remains in place.

- Multiple financial support measures create complex environment**

- Increasing number of redundancies

* Bank Of England

** e.g. Cost of living award - £150; One-off payment from the government - £400; Winter Fuel Payment; Low income Winter Heating Assistance; Child Winter Heating Assistance; Home Heating Support Fund; Grants from charitable trusts (e.g. Scottish Power Hardship Fund); Scottish Welfare Fund - crisis grants and community care grants; Discretionary Housing Payments.

Current position

Financial Vulnerability

- Official up-to-date statistics are patchy, with many in abeyance during the pandemic, but most recent figures show Aberdeen with a higher % of people in fuel poverty and extreme fuel poverty than Scotland.

- Official data for child poverty improved (across Scotland) in 20/21, in part due to £20 child payment, this has been increased to £25

- 1/3 of people have either no savings or under £250. Nearly 2/3 for households who are unemployed and >2/3 for single parents.*

- Nearly half of all households have a debt and, of those, more than 1/10 have debts of 5X equivalised monthly incomes.

- Almost 1/5 households are already behind with a bill and 1/20 are behind on rent or mortgage payments.

- 1/10 families experience cold and hungry (and 1/5 low-income families) as they could not heat their home and have skipped or reduced the size of meals.

- 3/20 households that had skipped meals or reduced the size of meals had also accessed a food bank.

- More than 1/5 feel their household financial situation is very insecure.

- 1/5 with a mortgage feel financially very insecure. 1/3 private renters and 2/5 social renters.

- 1/10 families would be unable to cover an unexpected bill of £200

* Joseph Rowntree "Poverty in Scotland" October 2022

Current position

Impact on Health

- Life expectancy and healthy life expectancy were both falling pre-pandemic with correlation to increased poverty following the 2008 financial crisis.

- Key household types reported a negative impact on their mental health due to the cost of living crisis, including:
  - Three in four families with a child where someone has a disability
  - Seven in ten single-parent families
  - Four in five families with a baby.

- Poor mental health will affect individual wellbeing, limit individuals' ability to work and create demand on public services.

- Households also reported an impact on their social and personal lives as a result of the crisis. Repeating the isolation of much of the Covid-19 pandemic.

Community Planning
Aberdeen

Progress Report	Child Poverty Action Plan
Lead Officer	Derek McGowan
Report Author	Paul Tytler (ACC), Tracy Davis (NHS)
Date of Report	22 December 2022
Governance Group	CPA Management Group – 18 January 2023

Purpose of the Report

The purpose of this report is to submit the refreshed Child Poverty Action Plan 2022-2026 for approval.

Summary of Key Information

1   BACKGROUND

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

1.2   Poverty is defined in the Act under four different headings:
- Relative poverty
- Absolute poverty
- Combined low income and material deprivation
- Persistent poverty

1.3   The Scottish Government published their updated National plan, 'Best Start, Bright Futures' in March 2022, and with our local Child Poverty Action Plan now requiring renewal, the Child Poverty Action Plan for 2022-26 is attached at Appendix 1 for approval. The Act requires that this Plan is developed by the Council and Health Board for the area, and this is reflected in the plan presented.

2   Child Poverty Action Plan

2.1   The Child Poverty Action Plan sets out action areas across services and partners which will impact on tackling child poverty. Following guidance being developed by Scottish Government on developing the plans and progress reports, development areas include developing clear strategic aims, short,

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medium and long term actions. Throughout the report, focus on use of intelligence to determine actions taken and proposed actions, good practice, developments and improvements, future work and priorities and highlight partnership working and awareness. Specific areas are:

- o actions taken
- o Protected characteristics
- o Specific actions on any of the 6 priority groups:
  - lone parent families
  - minority ethnic families
  - families with a disabled adult or child
  - families with a younger mother (under 25)
  - families with a child under 1
  - larger families (3+ children)
- o Proposed actions in light of the above
- o Data, charts where available
- o Case studies from services, partners to illustrate lived experience and outcomes delivered

2.2   The implementation of these development areas will be taken forward through a Child Poverty sub group of the Anti-Poverty Outcome Improvement Group

2.3   While this plan identifies core actions deemed necessary, it is worth noting that these are areas of focus in addition to the core services offered by the Council, NHS Grampian and partners in mitigating Child Poverty.

NEXT STEPS

3.1   The plan will be submitted to the Anti-Poverty and Inequality Committee on 11 January 2023 for approval

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Recommendations for Action

It is recommended that members of the CPA Management Group:

i)   Approve the report for submission to CPA Board on 15 February 2023

Opportunities and Risks

The Child Poverty (Scotland) Act 2017 places a duty on local authorities and regional health boards in Scotland to produce annual Local Child Poverty Action Reports (LCPARs) describing ongoing and planned action to tackle child poverty at local level.

This Child Poverty Action Plan provides the basis for producing those annual reports.

Consultation

ACC, NHS Grampian

Background Papers
n/a

Contact details:

Name	Paul Tytler
Title	Locality Inclusion Manager
Email Address	ptytler@aberdeencity.gov.uk

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Aberdeen City
Local Child Poverty Action Plan
2022 - 2026

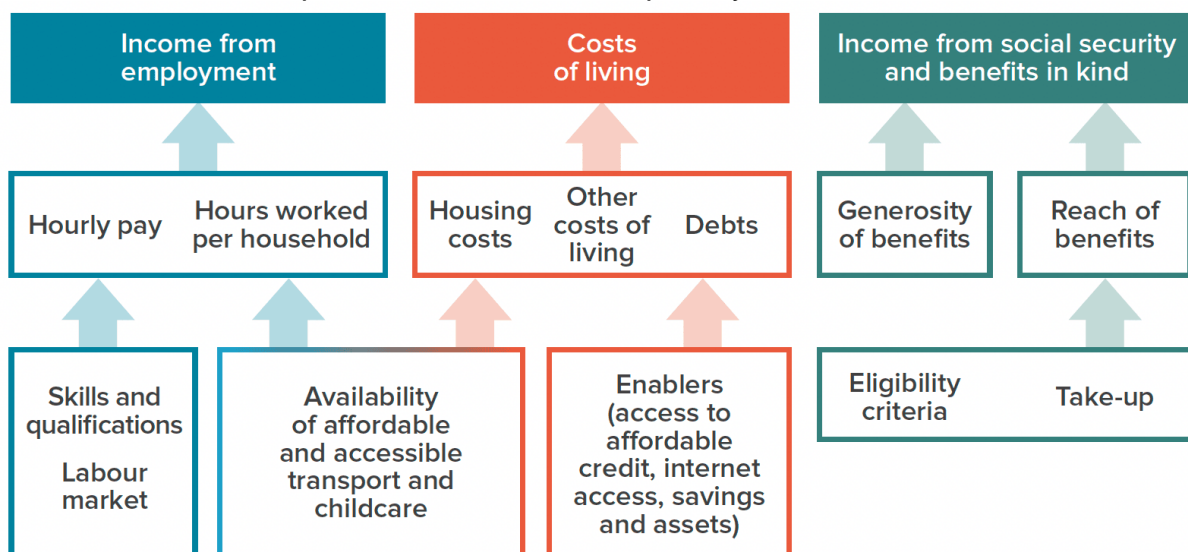**The three main drivers of Child Poverty:**

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

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

Social Security:
- Income from social security, particularly for families with children, and is now inadequate to lift families from poverty

Income from employment		Costs of living			Income from social security and benefits in kind	
Hourly pay	Hours worked per household	Housing costs	Other costs of living	Debts	Generosity of benefits	Reach of benefits
Skills and qualifications Labour market	Availability of affordable and accessible transport and childcare		Enablers (access to affordable credit, internet access, savings and assets)		Eligibility criteria	Take-up

The six priority groups identified as being most at risk of children living in poverty are:
- lone parent families
- minority ethnic families
- families with a disabled adult or child
- families with a younger mother (under 25)
- families with a child under 1
- larger families (3+ children)

The actions focus these six priority groups and are in addition to core services available delivered universally. The long term aim is to address the three drivers described above for the priority groups identified and the plan identifies short and medium term actions, which will be updated when the annual progress report is developed..

Lone Parent Families

Why lone parents are more likely to be in poverty -

Lone-parent families are predominately single female adults with dependent children, which means:

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• there is just one potential earner in the family
• their hourly earnings are likely to be lower because of the gender pay gap
• the earner is limited in the hours they can work by caring responsibilities.

In 2019, Labour Force Survey (LFS) data showed there were an estimated 144,000 lone-parent families in Scotland, which is 25% of all families with dependent children.

Nine out of 10 lone parent families were headed by a lone mother.

In 2016, there were estimated to be 5,200 lone parent families in Aberdeen, 24% of all families with dependent children, broadly in line with the level for Scotland as a whole.

Key areas for action

- Increase Uptake of benefits
- Improve financial inclusion
- Child support
- Childcare
- Education and employment

Short term 2023/24	Medium Term 2024/25
Further promote the Scottish Welfare Fund and financial wellbeing support through social media to increase awareness	Via Healthier, Wealthier Children: (Developing financial inclusion referral pathways in Scotland's funding plan) develop and implement a Midwifery and Early Years Practitioners pathway, policy and procedure to financial support services across Grampian. 1. Our workforce will be well equipped to offer support and/or referral to families 1.1. Staff will receive an ongoing programme of training and support 1.2. Run a pilot training programme of poverty awareness/poverty sensitive practice for staff to test its usefulness and impact on confidence and practice 1.3. The appropriate strategic group will be identified to

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	ensure this work is delivered to a high standard and supported by the organisation
	1.4. The network between healthcare professionals, relevant third sector stakeholders and welfare rights workers will be enabled and encouraged in order to enhance local knowledge and understanding about income maximisation and services and supports
	1.5. The language and definitions used to describe financial services and supports will be harmonised in order to facilitate appropriate referral
	1.6. A centralised digital resource will be developed and maintained, that is accessible for all staff and personalised to the three local authorities
Clothing grants support families with the cost of school clothing and shoes, providing £120 for primary and £150 for secondary pupils.	
Employability transition grant of £1000 for lone parents, payable over three months to support the costs of moving from benefits and into work, covering transport costs, clothing, food etc.	
Reinforce and promote the importance of attending for antenatal care, with the aim to increase the number of vulnerable mothers eligible and in receipt of the Best Start Grant Income maximisation teams to continue supporting people to claim for their eligible benefits.	1. We will promote opportunities for financial support across all health settings 1.1. Identify a mechanism to provide staff with up-to-date information and regular training updates on benefit entitlement changes 1.2. Ensure that all professionals have easy access to a benefits calculator

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	1.3. Facilitate at least one whole system learning event per year with a focus on poverty/financial inclusion 2. Every opportunity is being taken to ensure that families are in receipt of their full social assistance entitlements 2.1. Understand the extent and investigate what can be done to assist health professionals and parents who are receiving their full social assistance entitlements, but still do not have sufficient income to meet their needs 2.2. Identify how best to reach mothers and carers not claiming benefits who may be entitled but are reluctant or unaware of their right to claim
Family Wellbeing Fund provides support to families through the provision of advice and to develop a support plan linked to topics such as money advice, fuel payments and employability. As these households are identifiable, this provides an initial payment of £100 to the household, with a second payment of £150 as an incentive to engage with services to maximise their income. This will help support those that need further support but are just above the thresholds for mainstream help available.	
Provide more support to children and families in the earliest years through delivery of the Universal Health Visiting Pathway (UHVP) and Family Nurse Partnership Programme.	

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Minimise the costs of the school day and maximise the uptake of free school meals and school clothing grants by eligible families. All schools to consider poverty proofing within their own unique context.	
Continue to expand the provision of free sanitary products	

Minority Ethnic Families

The Joseph Rowntree Foundation report that while 4% of Scotland's population identified as being from a minority ethnic population in 2011, in 2017-2020 1 in 10 (11%) people living in poverty were from a minority ethnic background.

There is no up-to-date evidence on the ethnicity of Scotland's population and its distribution across regions, therefore much work is based on the findings of the last census undertaken in 2011. The results of the 2021 census will be published during 2023 and where required this plan will be updated to reflect these results..

Joseph Rowntree Foundation further report that one of the clearest indicators of inequality is pay. In 2019, minority ethnic workers in Scotland were, on average, paid £10.99 per hour compared to white workers who were paid £12.25 per hour (£1.26 more per hour) (ONS 2020). For a full-time worker, working 35 hours a week, this would total a difference of £2,300 a year between the 'average' workers from a minority ethnic and white background.

Workers from minority ethnic backgrounds are around twice as likely as white workers to be on insecure contracts resulting in 1 in 10 minority ethnic workers being in insecure work which increases the likelihood of minority ethnic workers being in poverty.

Minority ethnic households are over-represented within the private rented sector in Scotland, with 30% of minority ethnic households having this tenure, compared to just 13% of white households. Minority ethnic households make up 8% of the private rented sector in Scotland, double the 4% representation in the population

Short term 2023/24	Medium term 2024/25
More effective engagement with families and groups to ensure supports are targeted and delivered effectively.	
Family Wellbeing Fund provides support to families through the provision of advice and to develop a support plan linked to topics such as money advice, fuel payments and employability. As these households are identifiable, this provides an initial payment of £100 to the household, with a second payment of £150 as an incentive to engage with services to maximise their income. This will help support those that need	Via Healthier, Wealthier Children: (Developing financial inclusion referral pathways in Scotland's funding plan) develop and implement a Midwifery and Early Years Practitioners pathway, policy and procedure to financial support services across Grampian.

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further support but are just above the thresholds for mainstream help available.	
Clothing grants support families with the cost of school clothing and shoes, providing £120 for primary and £150 for secondary pupils.	
Reinforce and promote the importance of attending for antenatal care, with the aim to increase the number of vulnerable mothers eligible and in receipt of the Best Start Grant Income maximisation teams to continue supporting people to claim for their eligible benefits	
Minimise the costs of the school day and maximise the uptake of free school meals and school clothing grants by eligible families. All schools to consider poverty proofing within their own unique context	
Continue to expand the provision of free sanitary products	

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Families with a disabled adult or child

Around a third of all families in Scotland include at least one disabled member. Most likely the disabled person will be an adult (27% of families), but 11% of families include a disabled child, and in one in twenty families (6%) both an adult and a child are disabled.

Just under a fifth (18%) of parents in Scotland are disabled.

There is an overlap between families with a disabled adult or child and the other child poverty priority groups. For example, 30% of children in households with a disabled adult or child were also in a lone parent household, and 30% were in a household with 3 or more children. Over 40% of children in poverty live in a household with at least one disabled person and three-quarters of these are also in at least one other priority group.

In Aberdeen City, in May 2022, there were 29,450 adults and children in Aberdeen in receipt of various disabilities benefits. This is based on Department for Work and Pensions data and there are likely to be further people in receipt of benefits through Social Security Scotland.

Many studies have referenced the additional financial cost for families with a disabled child. Joseph Rowntree Foundation concluded that the minimum cost of raising a severely disabled child is, on average, three times more than for a child without disability.

In 2018, research undertaken by 'Parenting across Scotland' showed that 33% of families with a disabled child have extra disability and care related costs of at least £300 per month. 23% are going without essential therapies and 36% have taken out a loan to pay for food. It is more difficult for parents with caring responsibilities for a disabled child to enter and sustain work due to the complexity, and cost, of appropriate childcare.

Children who are dependent on electricity supplied technology (ventilation, feeding pumps, suction machines, infusions pumps) need to be given particular consideration within the context of rising costs of living and threatened national power outages.

Families are advised to register with their power suppliers 'vulnerable customer database' but further awareness and support is needed to ensure that they all do. It is also important to understand what this offers in terms of timing for help. For children reliant on ventilation support, the need is immediate.

NHS Grampian have purchased a generator for one very dependent child. Specific information has been communicated to all our families to ensure:

- core and back up equipment is kept charged
- they are registered as a priority user with their electricity supplier
- they claim back reimbursement for additional electricity used
- they are aware they can access Royal Aberdeen Children's Hospital if there is a prolonged power outage.

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Key areas for action

- Income maximisation
- Employment
- Economically inactive parents want to work and take on more paid work
- Accessibility of adverts and application process are barriers
- Attitudes of others a barrier
- Flexible working a requirement
- Childcare and transport – access, flexibility and cost
- Cost of living – food, fuel, costs of 'having a disability'

Short term 2023/24	Medium term 2024/25
Family Wellbeing Fund provides support to families through the provision of advice and to develop a support plan linked to topics such as money advice, fuel payments and employability. As these households are identifiable, this provides an initial payment of £100 to the household, with a second payment of £150 as an incentive to engage with services to maximise their income. This will help support those that need further support but are just above the thresholds for mainstream help available.	Via Healthier, Wealthier Children: (Developing financial inclusion referral pathways in Scotland's funding plan) develop and implement a Midwifery and Early Years Practitioners pathway, policy and procedure to financial support services across Grampian.
Clothing grants support families with the cost of school clothing and shoes, providing £120 for primary and £150 for secondary pupils.	
Reinforce and promote the importance of attending for antenatal care, with the aim to increase the number of vulnerable mothers eligible and in receipt of the Best Start Grant Income maximisation teams to continue supporting people to claim for their eligible benefits	

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Continue to expand the provision of free sanitary products	
Families will not feel stigmatised when raising financial concerns or seeking support Motivational interviewing and 'Having Effective Conversations' training will be offered to staff as part of a rolling programme of training Review the type of training that may be included in such a programme to determine its suitability to deal with the complex issues and barriers that inhibit routine enquiry about financial challenges, e.g. perceived and actual risks of exacerbating partner violence, financial control and coercion, and parental concerns about triggering Child Protection concerns Establish appropriate messaging to help de-stigmatise the notion of claiming benefits, or of seeking financial help, amongst young parents	
Appropriate contact time with families will create a positive environment for routine financial enquiry Health Visitors, Family Nurses and Midwives (HV,FN & M)will be provided more time to initiate and engage in sensitive conversations about financial and related challenges Explore the relationship and links between HV, FN & M and Financial Inclusion/Welfare Rights workers as an alternative model of enabling professionals to provide parents with access to up-to-date information and practical support to help with income maximisation	

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A communication strategy will be developed to ensure that information for health professionals achieves the relevant spread, is up-to-date and easily accessible	

Families with a younger mother (under 25)

The earliest years of life, including during pregnancy, provide the greatest opportunity to influence a child's development but can also be the most vulnerable for babies and children. It is widely accepted that the social determinants of health (housing, education, financial security, physical environment and health and social care systems) are contributors to significant levels of health inequalities while protective factors; the strengths that buffer and support families, are vitally important.

The Family Nurse Partnership in Grampian provides an intensive, clinical intervention to young Mums up to the age of 20, with the purpose of achieving three core outcomes:

- to improve pregnancy and birth outcomes, through improved health behaviours
- to improve child health and development, through positive, responsive caregiving, and
- to improve the economic stability of the family

In 2018, 88% of clients were recorded as having at least one socio-economic disadvantage upon entering the FNP programme. 60% were living on a low income and one in ten were considered to have low job stability (zero hours or temporary contracts). 57% were not in work, education or training at the time of entering the programme. Over a quarter had experienced homelessness and the majority were parenting on their own.

Over half (55%) of children in households with a mother aged under 25 were in relative poverty in 2015-18, compared to 24% of children overall. In 2021, there were 276 births to mothers aged under 25, 13.5% of births. This was consistent with the rates in 2019 and 2020, but a drop from c16% in 2017 and 2018.

The ability to raise income from employment is limited for many mothers under 25. They have had less time to build experience and progress in their career before becoming a parent, but importantly, the National Living Wage is not enforced until the employee is at least 23 years old (National Minimum Wage applies from school leaving age) and rates below age 23 are lower.

There are some general characteristics that households with mothers under 25 are more likely to share than those where the mother is older. They are more likely to:

- be in poverty
- when employed, be in in-work poverty
- live in the same household as a grandparent of the child
- be in other priority family groups. For example, over half (54%) are in a lone parent household, 40% have a baby under 1 in the household, and 35% have someone disabled in the household.

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The Tackling Child Poverty Delivery Plan Fourth Year Progress Report (2021-22) identifies stigma as an issue affecting young mothers, with young mothers reporting feeling judged by other people and that they lack the ability and/or motivation to gain qualifications and employment.

Key areas for action

- Income maximisation
- Supporting young mothers to begin, or continue, in further education can improve future prospects for young mothers
- Flexible and affordable childcare can help young mothers pursue work or educational opportunities.
- Tackling stigma

Short term 2023/24	Medium Term 2024/25
Family Wellbeing Fund provides support to families through the provision of advice and to develop a support plan linked to topics such as money advice, fuel payments and employability. As these households are identifiable, this provides an initial payment of £100 to the household, with a second payment of £150 as an incentive to engage with services to maximise their income. This will help support those that need further support but are just above the thresholds for mainstream help available.	Via Healthier, Wealthier Children: (Developing financial inclusion referral pathways in Scotland's funding plan) develop and implement a Midwifery and Early Years Practitioners pathway, policy and procedure to financial support services across Grampian.
Reinforce and promote the importance of attending for antenatal care, with the aim to increase the number of vulnerable mothers eligible and in receipt of the Best Start Grant Income maximisation teams to continue supporting people to claim for their eligible benefits	1. Families will not feel stigmatised when raising financial concerns or seeking support: 1.1. Motivational interviewing and 'Having Effective Conversations' training will be offered to staff as part of a rolling programme of training 1.2. Review the type of training that may be included in such a programme to determine its suitability to deal with the complex issues and barriers that inhibit routine enquiry about financial challenges, e.g. perceived and actual risks of exacerbating partner

	violence, financial control and coercion, and parental concerns about triggering Child Protection concerns 1.3. Establish appropriate messaging to help de-stigmatise the notion of claiming benefits, or of seeking financial help, amongst young parents
Continue to expand the provision of free sanitary products	
Minimise the costs of the school day and maximise the uptake of free school meals and school clothing grants by eligible families. All schools to consider poverty proofing within their own unique context.	

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Families with a child under 1

40% have a baby under 1 in the household.

In 2021, there were 2041 births in Aberdeen (although these children will now be older than 1), with the average over the past 5 years being 2209. There is no locally available data to indicate how many of these children and families are living in poverty.

Around a third (34%) of families with a child under the age of 1 experience relative poverty compared to just less than a quarter (24%) of children overall. A holistic approach beginning in pregnancy (or even pre-pregnancy) is important to reduce the risk of having a baby becoming a trigger point for falling into poverty.

Health Visitors, Family Nurses and Midwives are well placed to make enquiry as to the social-economic factors impacting on families. Local research was undertaken last year; Midwives, health visitors', family nurse practitioners' and women's experiences of the NHS Grampian's Financial Inclusion Pathway in practice: A qualitative investigation of early implementation and impact.

This research found that the nature and scope of practice undertaken by the three different professional groups played a key role when and how often financial challenges were discussed during routine healthcare conversations. Professional's expectations and practices, parent's willingness or openness to discuss money worries, and outwardly visible financial insecurity were all factors influencing how, when and if financial enquiry was made.

Related to this, some Health Visitors described the challenges of having conversations with families who were living in more affluent areas compared to those living in more deprived areas, and about relying on their professional judgement to determine how and whether to broach the subject.

Where someone lived in the city for example, seems to play a role in determining the likelihood that this issue is raised and how often it is, illustrated in this excerpt:
'*A lot of it comes down to professional judgement as well, and I think, on reflecting, I probably have to adapt more, like adopt more of a, you know, asking, asking everyone approach. Erm, right now, my caseload is spread across various parts of, erm, Aberdeen. I have a pocket in the central city and then I have, erm, a larger area in the sort of x and y, area … So, I have a mixed caseload.so probably, you know, this is probably wrong, but I think I'm less likely to ask financial questions depending on where my families are. (HV)*

Most parent participants in the study described food insecurity experiences. Half of the participants were either current users of food banks or food pantries (either often or periodically) or had used those in the past. In cases where participants said they didn't use food banks some reported relying on family members for help with food bills. Care and concern to feed nutritious food to their children were also commonplace but admission that that it was difficult to buy what they wished because healthy food cost too much to buy.

I like to eat healthy…so, it's quite expensive to eat healthy…Like, chocolate's cheaper, and it shouldn't be. (Full-time carer of her 10 month old daughter)
(see full report and recommendations here)

Key areas for action

- Income maximisation
- Flexible and affordable childcare can help families pursue work or educational opportunities.

Short term 2023/24	Medium term 2024/25
Family Wellbeing Fund provides support to families through the provision of advice and to develop a support plan linked to topics such as money advice, fuel payments and employability. As these households are identifiable, this provides an initial payment of £100 to the household, with a second payment of £150 as an incentive to engage with services to maximise their income. This will help support those that need further support but are just above the thresholds for mainstream help available.	Via Healthier, Wealthier Children: (Developing financial inclusion referral pathways in Scotland's funding plan) develop and implement a Midwifery and Early Years Practitioners pathway, policy and procedure to financial support services across Grampian.
Reinforce and promote the importance of attending for antenatal care, with the aim to increase the number of vulnerable mothers eligible and in receipt of the Best Start Grant Income maximisation teams to continue supporting people to claim for their eligible benefits	1. Appropriate contact time with families will create a positive environment for routine financial enquiry 1.1. Health Visitors, Family Nurses and Midwives (HV, FN & M) will be provided more time to initiate and engage in sensitive conversations about financial and related challenges 1.2. Explore the relationship and links between HV, FN & M and Financial Inclusion/Welfare Rights workers as an alternative model of enabling professionals to provide parents with access to up-to-date information and practical support to help with income maximisation

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	1.3. A communication strategy will be developed to ensure that information for health professionals achieves the relevant spread, is up-to-date and easily accessible
Continue to expand the provision of free sanitary products	
1. Families who need urgent supplies of baby formula can access it quickly and easily 1.1. A pan-Grampian pathway for urgent access to baby formula is in place and is easily accessible to health professionals 1.2. A pan-Grampian pathway is in place for mothers living with HIV to have access to baby formula, bottles and a steriliser for the first year of their baby's life 1.3. All pregnant women and families with children under the age of 5 have access to nutritional support	

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Larger families (3+ children)

Why larger families are more likely to be in poverty –

- Larger families face higher costs of living, including childcare, cost of the school day, housing, food and fuel.
- Larger families are disproportionately affected by policies to reduce the value of benefits and tax credits, the cap on the total amount of benefits that can be received by families and the policy that restricts child benefit payments to only the first two children. These policies are likely to continue to drive large families into poverty.
- Families with four or more children are particularly affected by poor health, worse educational and skills outcomes, overcrowding and financial difficulties.

There are nearly 600,000 families with dependent children in Scotland (2018). Of these, over 73,000 (12%) are larger families. Most (10%) of these larger families have three children, 2% of all families have four children and 1% has five or more children.

In Aberdeen, there are approximately 2185 larger families, 10.1% of all families, slightly below the level for Scotland as a whole.

Work is not lifting larger families out of poverty. Most children in poverty in larger families live in working families.

• More than six out of 10 children in poverty from larger households has at least one adult that is in paid work.
• Almost one in three live in households where all the adults are in employment

The benefit cap affects larger families, with 19.7% of families in Aberdeen claiming housing benefits affected by the benefits cap according to the most recent data (February 2019).

1250 Households in Aberdeen are affected by the limit on additional payments to two children, meaning no additional Universal Credit or Child Tax Credit is paid for a third or subsequent children. Of these 1250 households, 760 are in receipt of UC and 490 in receipt of Child Tax credits. The Scottish Child Payment is paid regardless of the number of children in eligible families.

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Key areas for action

Social security
• Increase awareness and take-up of Best Start Grants
• Increase awareness and take-up of Scottish Child Payment once this becomes available
• Mitigate against the impact of the benefits cap
• Establish or enhance formal financial inclusion and income maximisation referral pathways in healthcare settings
• Increase awareness and take-up of the Scottish Welfare Fund

Food and necessities
• Increase awareness and take-up of the Best Start Foods Grant
• Move away from emergency food aid towards more sustainable ways of preventing and reducing food insecurity. Emergency food aid should be delivered in a way that promotes dignity
• Access Scottish Government funding and work with education services and FareShare to ensure that free sanitary products are available to students and those on low incomes

Clothing
• Make sure school clothing grants are automatically given to low-income families by linking to payment of their Housing Benefit/Universal Credit

Social and leisure activities
• Provide lunches to children participating in holiday programmes in areas where there is likely to be greater need,
• Increase awareness and take-up of concessionary travel for young people
• Increase awareness and take-up of family and friends rail cards Health costs
• Increase awareness and take-up of help to meet health-related costs
• Improve awareness and take-up of disability benefits Housing costs
• Increase awareness and take-up of Discretionary Housing Payments and the Council Tax Reduction

Education
• Increase awareness and take-up of Educational Maintenance Allowance Childcare
• Increase awareness and take-up of help to meet childcare costs

Fuel
• Increase awareness and take-up of the Warm Home Discount Scheme

Employment
• Increase the value of in-work benefits paid to low-income families
General
• Ensure that new and existing policies and practices are poverty proofed to avoid penalising larger families

Short term 2023/24	Medium term 2024/25
Family Wellbeing Fund provides support to families through the provision of advice and to	Via Healthier, Wealthier Children: (Developing financial inclusion referral pathways in

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develop a support plan linked to topics such as money advice, fuel payments and employability. As these households are identifiable, this provides an initial payment of £100 to the household, with a second payment of £150 as an incentive to engage with services to maximise their income. This will help support those that need further support but are just above the thresholds for mainstream help available.	Scotland's funding plan) develop and implement a Midwifery and Early Years Practitioners pathway, policy and procedure to financial support services across Grampian.
Provide more support to children and families in the earliest years through delivery of the Universal Health Visiting Pathway (UHVP) and Family Nurse Partnership Programme.	1. We will seek to understand and will continue to learn about the impact of our services on families in regard to their finances 1.1. The impact of the Financial Inclusion Pathway (FIP) on uptake of referrals due to health professional referral will be better understood 1.2. The impact of the FIP related to extra income secured due to health professional referral will be better understood
Reinforce and promote the importance of attending for antenatal care, with the aim to increase the number of vulnerable mothers eligible and in receipt of the Best Start Grant Income maximisation teams to continue supporting people to claim for their eligible benefits	
Clothing grants support families with the cost of school clothing and shoes, providing £120 for primary and £150 for secondary pupils.	
Continue to expand the provision of free sanitary products	

Minimise the costs of the school day and maximise the uptake of free school meals and school clothing grants by eligible families. All schools to consider poverty proofing within their own unique context.	

Community Planning Aberdeen

Progress Report	Community Planning Budget 2022/2023 – Q3 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	12 December 2022
Governance Group	CPA Management Group – 18 January 2023

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 October 2022 to 1 December 2022.

Summary of Key Information

1   BACKGROUND

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.

1.2

	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

2   COMMUNITY PLANNING BUDGET 2022/23

2.1   This budget monitoring report shows current and projected expenditure for 2022/23 as at the end of quarter 3.

1

	2021/22 Budget £	Year to date spend £	Full year forecast £	Variance £ (Difference between forecast and budget)
Fairer Aberdeen Fund	1,640,243	1,174,881	1,640,243	0
ACVO Third Sector Interface/ engagement: Community Planning	62,321	31,160.50	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**	**1,243,042**	**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 3 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.

2

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: 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	Derek McGowan (ACC)/Gale Beattie (ACC)/Phil Mackie (PH)
Aberdeen Health Determinants Research Collaborative - Update	Martin Murchie (ACC)
Project End Report:5.1 Increase to 80%, the number of staff who feel confident about how to directly support, or refer a child for support, and signpost to appropriate services by 2022.	Eleanor Sheppard (ACC)
Project End 7.1: Increase the number of accredited courses directly associated with growth areas by 7% by 2023.	Eleanor Sheppard (ACC)
Project End 10.2: 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.	Derek McGowan (ACC)
Project End 10.6: Increase by 15% victims of domestic abuse receiving support by 2022.	Derek McGowan (ACC)
Your Safety Matters - #NotPartOfTheJob Pledge	Graeme Mackie (Police Scotland)
Refreshed Child Poverty Action Plan for 2022-2026	Derek McGowan (ACC)
Child Friendly Cities	Eleanor Sheppard (ACC)
CPA Management Group: 22 March 23/ CPA Board 19 April 23	
UoA/CPA Synergies Presentation *(Board only)*	Pete Edwards (UoA)
CPA Improvement Programme Quarterly Update	Allison Swanson (ACC)
CPA Budget Setting Report	Michelle Crombie (ACC)
Children's Services Plan 2023-26	Eleanor Sheppard (ACC)
Project End 2.3: Support 15 care experienced young people progress to employment through public sector funded employability programmes by 2023.	Allison Carrington (SDS)
Project End 3.2: By December 2022, increase by 10% the number of people in Aberdeen who: • Have digital access; and • Feel comfortable using digital tools.	Allison Carrington (SDS)
Project End 4.1: Reduce the number of births affected by drugs by 0.6% by 2022.	Eleanor Sheppard (ACC)
Project End 4.2: Reduce the number of repeat emergency hospital admissions for unintentional injury to children under 5 years by 5% by 2023	Eleanor Sheppard (ACC)
Project End 4.3: Increase uptake of parenting and family support by 10% by 2022.	Eleanor Sheppard (ACC)

Title of report	Contact Officer
Project End 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.	Eleanor Sheppard (ACC)
Project End 6.2: 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.	Eleanor Sheppard (ACC)
Project End 7.3: 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.	Eleanor Sheppard (ACC)
Project End 9.1: Reduce by 5% the number of 16/17 year olds with higher support needs offending by 2022.	Eleanor Sheppard (ACC)
Project End 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.	Eleanor Sheppard (ACC)
Project End 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.	Eleanor Sheppard (ACC)
Project End 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.	Eleanor Sheppard (ACC)
Project End 10.3: Reduce the number of wilful fires by 10% by 2022	Derek McGowan (ACC)
Project End 11.2: Increase opportunities for people to increase their contribution to communities (volunteering) by 10% by 2023.	Derek McGowan (ACC)
CPA Management Group: 24 May 23/ CPA Board 28 June 23	
CPA Improvement Programme Quarterly Update	Allison Swanson (ACC)
Project End 3.4 Increase the number of Modern and Graduate Apprenticeships by 5% by 2022.	Allison Carrington (SDS)
Project End 3.5: 80% of young people will successfully complete their Modern Apprenticeship programme by 2022.	Allison Carrington (SDS)
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)
Increase the number of care experienced young people accessing a positive and sustained destination by 25% by 2022	Eleanor Sheppard (ACC)
Child Friendly City Update	Matt Reid (ACC)
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)

Title of report	Contact Officer
Community Justice Scotland's Outcome and Performance and Improvement Framework	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

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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 3 – The Scottish Government **https://www.aberdeencity.gov.uk/place-based-investment-programme-fund**	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. In 2021/22 ACC received an allocation of £975,000; for 2022/2023 £847,000 and the allocation for 2023/24 will be announced next year but it would be approximately £590,000	2023/24 TBC (approximately £590,000)	Upcoming deadlines: 13/02/2023 (9am) 03/04/2023 (9am) 22/05/2023 (9am)	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**	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. 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. Funding is available over more than one financial year where necessary and can be spent on eligible capital or revenue activities.	ACC has been allocated £7.1m by Government over the next two and a half years (2022/2023, 2023/2024, 2024/2025).	Upcoming deadlines: 13/02/2023 (9am) 04/04/2023 (9am) 22/05/2023 (9am)	Any non-for profit organisation
Just Transition Fund – The Scottish Government	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	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	Any organisation based in North-East.

https://www.gov.scot/publications/just-transition-fund/	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. Projects will be selected which further the following objectives: • 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 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		and we have started dialogues around potential projects. Please contact Lucy Philips **lphillips@aberdeencity.gov.uk** If you would like to discuss.	
Money Saving Expert (MSE) Charity **https://www.msecharity.com/**	Funded by Money Saving Expert, the MSE Charity gives grants to UK not-for-profit organisations that deliver activities which make a lasting impact on how people think, behave and manage their money. There are two rounds per year. Four themes rotate through a two year cycle. • Raising the Next Generation • Life Changing Transitions • Living with Long Term Challenges	Grants of up to £7,500 are available. The MSE Charity will consider full project cost recovery, but costs must only relate to the project itself and not the organisation's core funding.	The next grant round, Raising the Next Generation, is due to open at 9am on 3 January 2023. Applications are usually invited twice a year: in February and September. Each grant round is limited to the first 40 accepted applications.	Small to medium-sized non-profit organisations

	• Building and Developing Resilience. The theme for the January 2023 grant round is 'Raising the Next Generation'. Projects should support the younger generation (under 25) to help them learn financial life skills and to grow during the difficult financial climate. All applications must demonstrate how the project they are seeking funding for has a lasting impact on the people taking part. There is particular interest in applications which use memorable, innovative, and creative ways of delivering financial life skills which will make a lasting impact on the way people think, behave and manage their money.			
People				
Ernest Cook Trust - Outdoor Essentials Grant **https://ernestcooktrust. org.uk/what-we-do/everything-outdoors/outdoor-essentials-grant/**	Grants are available to UK state funded Primary and Secondary schools to enable them to get their pupils learning outdoors. This grant supports school travel and transport costs to any centre or provider that can help children and young people to create lasting, meaningful connections with nature including: • Outdoor learning centres • Forest schools • Countryside parks • Woodlands • National parks • Farm parks • Farms (including city farms) • Coastal areas and beaches. • Trips to outdoor adventure centres and outdoor activities (such as kayaking and climbing) may be considered, but nature connection and environmental learning must be the primary focus.	Grants of £500 per school are available.	The application window will close when a ceiling number of applications is reached. From previous rounds, an average 14% of applications are unsuccessful.	Primary and secondary schools

Scottish Government National Drugs Mission - Recovery Fund **https://www.gov.scot/publications/national-drugs-mission-funds-guidance/**	Grants are available to support access to, and increase provision of residential rehabilitation in Scotland. The aim of this fund is to improve access to residential rehabilitation in two ways: • Residential Rehabilitation Rapid Capacity Programme (RRRCP) - providing funding to increase capacity in residential rehabilitation services. Eligible projects for this programme are those looking for a capital investment or high value revenue costs (>£250,000) to increase capacity of residential rehabilitation services. The RRRCP provides initial capital investment to unblock the delivery of new or improved infrastructure and, where necessary, revenue for up to 2025-26. • Dual Housing Support Fund - supporting individuals who want to keep their tenancies whilst in rehab services. Funds will be made available to local authorities to ensure that when an individual accesses rehabilitation their housing payments on their core residence do not stop for the time that they are in treatment.	The budget is £5 million for 2022/23 and subsequent years. Projects can apply for up to £2 million. Multi-year funding is available. Project proposals can request up to 100% of the total project costs.	09/01/2023	Applications are open to not-for-profit organisations working in the drugs sector, including integration authorities, alcohol and drug partnerships, third sector organisations and grassroots/community organisations.
Trefoil – Organisational Grants **http://www.trefoil.org.uk/applications/organisational-grants**	Grants are available to deliver projects and activities that support children with additional needs across Scotland. This fund aims to support organisations that: • Aid, assist and promote, to their advantage, the interests of children and young people under the age of 25 with special needs, including but not limited to physical disability, caring obligations, other disadvantages or learning and psycho-	Discretionary	12/02/2023	Registered charities and other not-for-profit organisations with an annual turnover of less than £250,000 can apply.

	social needs (or a combination thereof) and to foster their independence, confidence, and assertiveness. • Promote educational opportunities, social skills development, vocational training and personal development opportunities. • Advance their physical, mental, and emotional health by promoting aid and assistance whether directly or indirectly. • Promote or organise recreational facilities, with the object of improving their condition and/or enjoyment of life. Preference will be given to projects promoting education, health, and social welfare; Team building activities; Recreation with an education element; Therapeutic activities that are not core funded by the statutory authorities; New development and start-up project costs.			
BBC Children in Need - Project Grants **https://www.bbcchildreninneed.co.uk/grants/apply/**	Grants to cover project costs are available for not-for-profit organisations that are working with disadvantaged children and young people aged up to 18 years and living in the UK. The Children in Need Grantmaking Strategy 2022-2025 focuses on the principles of: • Sharing power with children and young people. • Acting flexibly. • Using its voice to build awareness and empathy around issues. • Building partnerships to bring communities and investors together. This stream supports essential organisational and administrative spending.	The project grants stream can support organisations for up to three years. The maximum grant is £120,000 (or £40,000 over three years), though most grants made are for much less than this.	Applications are accepted on a rolling basis.	CIC; CLG - including social enterprises. Housing associations. Registered charities. Religious institutions. Special schools Hospices.

Place				
Archives Revealed - Cataloguing Grants **https://www.nationalarchives.gov.uk/archives-sector/finding-funding/archives-revealed/**	Archives Revealed is designed to transform access to significant archive collections for a wide range of users, enabling more people to engage with the UK's rich documentary heritage. The programme is particularly interested in funding archives with collections that help support its six aims: • Significance: make significant collections accessible to national and local audiences which would otherwise remain hidden. • Diversity and inclusion: be an inclusive and responsible funder that supports diversity across the archive sector. • Audiences, engagement and improvement to access: increase the visibility and use of archive collections across varied audiences, revealing the stories and experiences of people, communities and events. • Impact and value of archives: highlight the value of archives in making a difference to people's lives. • Standards and approaches to cataloguing: fund projects that represent examples of excellence in cataloguing and discovery. • Funding skills and confidence: build fundraising skills and confidence through the application process. • Archives Revealed also provides Scoping Grants (reported separately) which provide funding for an assessment report incorporating expert advice on a range of areas relating to collections management and the development of a collection. Grants can be used to fund staffing costs to undertake the project.	Up to £45,000	10/02/2023	Public sector bodies, registered charities and other not-for-profit organisations

Sports Facilities Fund **https://sportscotland.org.uk/funding/sport-facilities-fund/**	The Sports Facilities Fund aims to support capital projects that provide opportunities for people to get involved in and participate in sport and physical activity in Scotland. Support is available to projects that demonstrate the greatest impact on: • 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.	£100,000 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).	01/04/2023	Sports clubs, Community sports hubs. Community organisations. Social enterprises Public bodies Charitable unincorporated associations and trusts. Youth and uniformed organisations. Universities, colleges and schools. CLG; Recognised governing bodies of sport' CIC, SCIO
Sustrans Scotland – Places for Everyone **https://www.showcase-sustrans.org.uk/places-for-everyone/**	This fund aims to create safer, more attractive, healthier, and inclusive places that are enjoyed equitably by increasing and diversifying the number of trips walking, wheeling, or cycling for everyday journeys. The fund will support projects that achieve one or more of the following objectives: • Increase the number of everyday journeys made by walking, wheeling, or cycling. • Support more trips to school made by walking, wheeling, or cycling.	There is no minimum or maximum award amount. Grant will provide 100% funding for concept and design work and 70% for construction work. The final 30% for construction work must be secured through match funding. Eligible expenditures:	10/01/2023	Local authorities, businesses, charities, and community organisations

	• Improve physical and perceived safety for people walking, wheeling, or cycling. • Make walking, wheeling, or cycling more inclusive for the project community, considering all protected characteristics. • Improve the quality of current walking, wheeling, or cycling infrastructure. • Positively impact areas identified by the Scottish Index of Multiple Deprivation (SIMD) as among the 20% most deprived.	Feasibility studies; Concept designs; New or improved paths and footways for walking and wheeling; Protected cycleways; Experimental and trial infrastructure as part of the project decision-making process; Public realm improvements and placemaking; Improved junctions or crossings as part of a wider active travel project; 20mph schemes with physical speed restrictions; Filtered permeability; Bridges and other structures.		
National Lottery Grants for Heritage **https://www.heritagefund.org.uk/funding**	The funding to support a broad range of heritage projects and activities, such as industrial sites, castles and historic places of worship, to the stories and memories of communities, and through to public parks, natural landscapes and native wildlife. Until the end of the 2022-23 financial year, the National Lottery Grants for Heritage will give priority to heritage projects that: • Promote inclusion and involve a wider range of people (mandatory outcome) • Boost the local economy • Encourage skills development and job creation • Support wellbeing • Create better places to live, work and visit • Improve the resilience of organisations working in heritage	Three levels of grants are now available: Grants from £3,000 to £10,000 Grants from £10,000 to £250,000 Grants from £250,000 to £5 million. Applicants must contribute at least 5% of project costs for grants up to £1 million and at least 10% for grants of £1 million or more.	There are no deadlines for grants under £250,000. Decisions are usually conveyed within eight weeks of receipt of application and all correct supporting document. The next deadline for applications exceeding £250,000 is noon on 23 February 2023, with decisions by the end of June 2023.	Applications from £3,000 to £10,000 will be accepted from not-for-profit organisations and private owners of heritage. Applications from £10,000 to £100,000 will be accepted from not-for-profit organisations, private owners of heritage and partnerships.

	In addition, projects will need to: Achieve the Fund's inclusion outcome, involving a wider range of people in heritage. Demonstrate that they are building long-term environmental sustainability into their plans. Eligible expenditures: Volunteer expenses; Training costs; Event costs (including room hire, refreshments and equipment); Capital works; Repair and maintenance (revenue); New staff posts; Professional fees (for example, legal costs); Paid training placements; Costs to improve access to heritage; Activities to help strengthen the organisation; Costs associated with taking on new responsibility for heritage (for example, feasibility studies); Full Cost Recovery; Digital outputs; Repair and conservation			Applications from £100,000 to £5 million will be accepted from not-for-profit organisations and partnerships led by not-for-profit organisations.
Cycling Friendly Social Housing Partnership Fund **https://www.cycling.sc ot/what-we-do/cycling-friendly/social-housing-fund**	This fund aims to make it easier for residents living in social housing across Scotland to be healthier and more active through walking and cycling. Funding will enable social housing providers to install a range of infrastructure that makes it easier, more enjoyable, and more accessible for people to walk and cycle, helping to overcome issues around access, transport poverty, isolation and health inequalities. Examples of eligible expenditure would include: Cycle parking/storage; Repurposing hardstanding areas for installation of new open cycle parking, sheltered cycle parking and/or secure cycle storage. Enhancements to existing cycle parking and storage to increase capacity and/or security; Destination facilities; Installation or refurbishment of shower and changing facilities; Lockers, storage and drying facilities for clothes or cycling gear; Pool	Grants of between £5,000 and £25,000 per site are available.	Applications can be submitted at any time and are assessed on a rolling basis.	Social housing providers in Scotland can apply.

	bikes and pool bike accessories. Additional support and questionnaires are provided to inform requirements and plans; Procurement of bicycles for communities/schools/campus to improve local community and student access to bikes, tackling inequality. Additional support and questionnaires are provided to inform requirements and plans; Bikes for staff (health and social care organisations only). Bike ownership may be transferred to staff excluded from the Cycle to Work scheme due to affordability or contractual considerations. Applications must be agreed upon in advance with Cycling Scotland; Bike maintenance equipment for bike hubs; Pumps, work stands and tools (but not consumables); Public repair stands; Signage and minor upgrades to cycle access routes; Cycling information boards.			
Technology				
Scottish Marine Environmental Enhancement Fund (SMEEF) – Scottish Government **https://www.nature.scot/SMEEF**	Funding is available to enable investment in tangible, effective marine and coastal restoration projects in Scotland, undertaken by organisations across all sectors. Examples of restoration, recovery or enhancement could include: • Habitat improvements, for example, relating to sand dunes, seagrass, saltmarsh and native oyster beds. • Measures to restore, recover or enhance mobile species for example relating to marine birds or cetaceans. • Invasive species eradication. • Other activities, including citizen science, which help to improve our understanding of human pressures on the marine environment, particularly if they are part of a practical restoration project.	In general the minimum grant is £10,000. The maximum amount is generally £25,000. The funder hopes to fund one exceptional award of up to £100,000. Project Development Grants The finance raised is flexible and can be spent on capital or resource, but the grants will be focused to support applications which deliver project development work such as the baseline surveys and feasibility studies which are required to	09/01/2023	Registered charities and trusts, local authorities and other public sector organisations, private individuals or companies (not-for-profit) and collaborative partnerships.

	Projects should always be as collaborative as possible and have a clear engagement plan for involving interested groups; Demonstrate clear additionality to existing and already committed actions; Be informed by science; driven by knowledge and backed up by monitoring. Eligible costs; Staff costs inclusive of salary, National Insurance and Employee Pension Contributions; Professional fees that are appropriate and proportionate to the project; Project staff travel and subsistence to cover staff and any volunteers supporting delivery of the project activities; Project evaluation – additional costs for measuring success and evaluating the project; Equipment and resources to deliver the project; Dissemination of the project outcomes; Irrecoverable VAT.	underpin marine and coastal restoration. Projects which seek to assess the effectiveness of management actions required to achieve species and habitat recovery are also welcome.		
The Access Foundation **https://theaccessgroupfoundation.com/**	Grants are available for projects that mitigate the digital divide by making computing facilities, support and/or learning available to disadvantaged and vulnerable people. The funding is for specific services, activities, initiatives or projects with clearly identified and measurable outcomes.	Grants of between £25,000 and £100,000 are generally available. The funding will normally support a project that completes within a 12-month period.	None specified.	Registered charities, CICs, educational establishments and CIOs

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