



Aberdeen 2036: Towards a Fairer Future Conference

27 August 2025

NIHR | Health Determinants
Research Collaboration
Aberdeen

 **Community
Planning
Aberdeen**

Welcome

Councillor Allard, Chair of
Community Planning Aberdeen
Board and Co-Leader Aberdeen
City Council



Aberdeen 2036: Towards a Fairer Future

Outcomes for today:

- Explore emerging proposals to support us achieve a fairer future for Aberdeen
- Share you views and collaborate on innovative changes for inclusion in the next Local Outcome Improvement Plan for 2026-36.

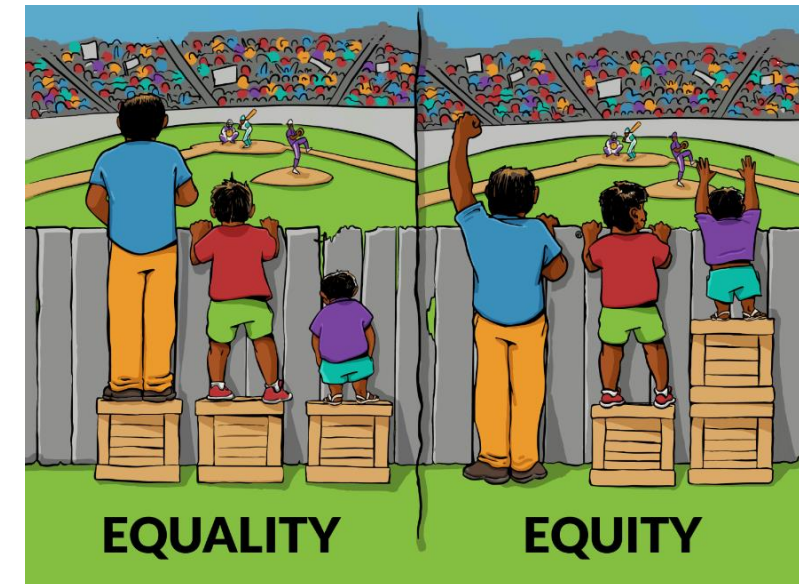
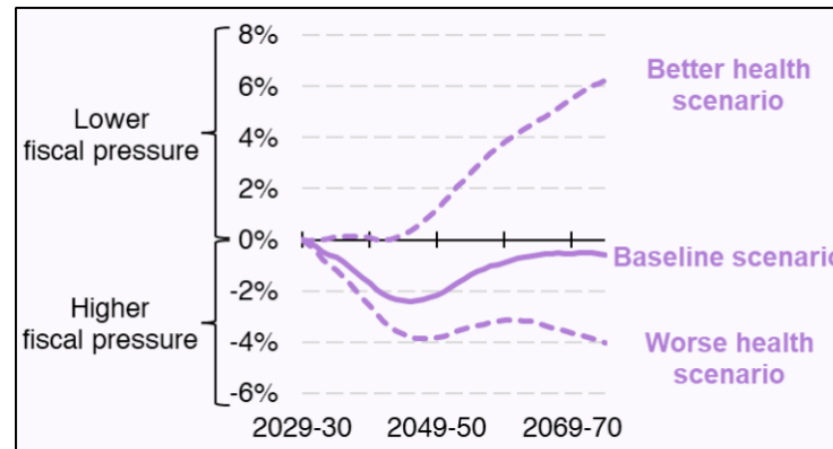


Opening Plenary

Angela Scott, Chief Executive
Aberdeen City Council



What shapes our health?



Meet Our Expert Panel

Susan Morrison, Development
Officer - Community Planning
Partnership, Aberdeen Council of
Voluntary Organisations



Martin Murchie, Director of
Aberdeen Health Research
Determinants Collaboration



Expert Panel



Richard McCallum, Director
of Public Spending, Scottish
Government



Alex Cumming, Executive
Director of Delivery & Service
Development, Scottish Action
for Mental Health



Heather Williams, Training
and Participation Lead,
Scottish Women's Budget
Group



Ruth Glassborow
Director of Population
Health and Wellbeing,
Public Health Scotland



Laura Young, Climate
Activist, Environmental
Scientist and Ethical
Influencer



Mike Leslie, Volunteer,
Aberdeen in Recovery



Campbell Thomson QPM,
Independent Chair of the
Adult and Child Protection
Committees in Aberdeen

Speakers – Chairs



Graeme Simpson, Chief Officer,
Children's Social Work and Family
Support at Aberdeen City Council



Duncan Abernethy, Director of
Business Development at North
East Scotland College



Michelle Crombie, Strategic Lead,
Prevention and Community
Empowerment at Aberdeen City
Council



Jillian Evans, Head of Health
Intelligence and Divisional General
Manger, Public Health, NHS
Grampian



Alison MacLeod, Strategy and
Transformation Lead, Aberdeen City
Health and Social Care Partnership

Children, Families and Lifelong Learning

Graeme Simpson
Aberdeen City Council
Chair of Children's Services Board



Priority Outcome: Empowering children and families

Priorities

Best Start in life

Utilising multi-agency data, develop an identification system for vulnerable children (pre-birth - 2 years) and families.

Provide vulnerable families a “sticky person” helping them access targeted whole family support.

Empowered and Resilient

System Changes

Co-create with children and young people a city centre safe space providing youth activities, communal spaces and access to supportive professionals.

Create a Child Criminal Exploitation (CCE) intelligence sharing portal for professionals to jointly identify and address the potential impact of Organised Crime in our communities.

Create a Youth Access Point for young people at risk of homelessness. Triaging needs, providing mental health support, family mediation, on-site and scattered housing provision.

Develop an App that empowers individuals with new tools and coping strategies to build resilience and cultivate positive habits and lifestyles.

Attendance, Attainment and Transitions

Create bespoke support programmes for young people/priority groups who are more likely to disengage from school and not achieve a positive destination.

Establish a Neurodivergent pathway to provide multi agency support to families awaiting an autism diagnosis.

Economic Stability

Duncan Abernethy
North East Scotland College
Chair of Aberdeen Prospers



Priority Outcome: Fair Work Employment for all

Priorities

Economic Diversification and Just Transition

Create Aberdeen Growth Team and employment pipelines supporting expansion of Growth sectors.

Social Economy Accelerator – Boosting Co-operatives and Community Enterprise for Local Wealth

Strengthen cultural infrastructure and collaboration to enable UK City of Culture 2033 status.

Employment and employability support for priority groups

Establish a joined up community based “outreach” employability support model, providing support alongside other services.

Develop a community based hospitality training opportunity and linked employment.

Sustained work experience opportunities as part of the curriculum offer.

Creating the Conditions for Fair Work

Create a fair work charter with anchor organisations and employers increasing fair work opportunities for vulnerable groups

Develop a Framework for assessing the wellbeing impact across the employability pipeline.

Develop a localised employability accreditation recognising life skills and supporting people to secure new jobs.

Introduce elder consultants to support intergenerational learning.

System Changes



Communities and Housing

Michelle Crombie, Aberdeen City Council
Chair of Anti-Poverty and Community
Empowerment Group



Priority Outcome: Nurturing Thriving Communities

Priorities

Universal Access to Life's Basic Necessities

Shared Community Resources

Empowering Diverse Communities

System Changes

Homes – Wraparound support service which prioritises relationships over processes.

Multi-agency partnership to create safe, secure and welcoming homes for people.

Community Contracts to shift more power to communities to deliver local priorities.

Food – Food surplus used for food sharing and providing community meals.

Pooled budgets across sectors to optimise resources available to support improvement in communities.

People Panel made up of people with a mix of lived experience and perspectives to inform decisions.

Income - Cash first approach along with standardised income maximisation advice.

Community assistance hubs and satellites to provide coordinated, consistent and accessible support.

Neighbourhood and Environment

Jillian Evans
NHS Grampian
Chair of Sustainable City Group



Priority Outcome: Creating Resilient and Adaptive Environments

Priorities

Cohesion

Built Environment

Natural Environment

System Changes

Establish systematic learning system to enable, energise and spread success in and across neighbourhoods

Strengthen 'community anchors' in capacity building, peer support and encouraging a volunteering movement.

Stimulate a social movement on climate and environment to encourage people (especially young people) to push for change – can we become a 'City for Nature'.

Develop an inward investment model for infrastructure, particularly walkways and cycle paths, connected through integrated transport and joined up journeys.

Co-design and develop a practical local living approach with neighbourhoods.

Co-develop community energy solutions with neighbourhoods (solar, heat, power).

Create a network of green byways/wildlife corridors connecting green space for people and nature

Creation of 'pocket parks' and land for growing food enabled through mature community partnerships and enterprise.

Establishment of soakaways in gardens and roads (building on the successes of mature partnerships and trust).

Creation of circular neighbourhoods using incentives, rewards and recognition



Health and Social Care

Alison Macleod
Health and Social Care Partnership
Chair of Resilient, Included,
Supported Group



Priority Outcome: Improving Healthy Life Expectancy

Priorities

Increase focus on prevention activity

Improve access to services and support

Develop community safety and cohesion

System Changes

Shared agreement to allocate a % of budgets to activities that prevent poor health.

Agreement to share premises to improve access to health, social care and community led activities.

Health diversion for substance related offences.

Limit the promotion and sale of food and drink products with high fat, sugar or salt by partners enabling and promoting healthy food choices.

Peer Support practices to help people managing long term conditions.

Inclusion Ambassadors and Active Bystander Communities to reduce stigma and improve safety.

Whole system, rights-based substance use prevention framework and measurable standards.

Single Named Support Model for people with complex needs.

Equally Safe at Work Bronze Accreditation

Support to prevent gambling-related harm.

Wraparound support for young people at risk of harm from substance use and/ or criminal exploitation.

BREAK

Panel Feedback

Views of the Expert Panel



LUNCH

Workshops

Sharing Your Perspective on
the Emerging System
Changes



Workshop

Group 1 Left side of Ballroom

Group 2 Right side of Ballroom

Group 3 Star Ballroom

Group 4 Northern Lights

Group 5 Promenade Room

Public Health Scotland Reflections

Ruth Glassborow, Director of
Population Health and
Wellbeing, Public Health
Scotland



Next Steps

Today - December 2025

- Outcome of today reported and used to further develop Local Outcome Improvement Plan (LOIP) 2026-36
- Public Health Scotland support Groups to assess and prioritise the changes refined from today.

Early 2026 – Further stakeholder engagement and consultation on the draft Local Outcome Improvement Plan 2026-36

June 2026 – submission of the final Local Outcome Improvement Plan 2026-36 for approval

Keep up to date with the development of LOIP 2026-36 at

<https://communityplanningaberdeen.org.uk>

Thank you