



Community Planning Aberdeen

Meeting on WEDNESDAY, 13 AUGUST 2025 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 21 May 2025 - for approval (Pages 3 - 10)
- 1.2 Draft Minute of the CPA Board Meeting of 18 June 2025 - for information
(Pages 11 - 14)

PLANS AND STRATEGIES

- 2.1 Aberdeen Cyrenians 2025-2030 Strategic Plan (Pages 15 - 50)
- 2.2 Community Learning and Development Plan 2025-27 (Pages 51 - 110)
- 2.3 Public Health Scotland Framework (Pages 111 - 116)

LOCAL OUTCOME IMPROVEMENT PLAN 2026-36

- 3.1 Aberdeen 2036: Towards a Fairer Future Conference - Priorities/System
Changes Run Through
- 3.2 Just Transition Theory of Change Report (Pages 117 - 122)

- 3.3 Embedded Researcher 3-month review - Meeting Summary and Actions
(Pages 123 - 124)

COMMUNITY PLANNING ABERDEEN IMPROVEMENT PLAN 2024-26

- 4.1 Improvement Programme 2024-26 Quarterly Progress Report (Pages 125 - 148)

GENERAL BUSINESS

- 5.1 Community Planning Aberdeen Quarterly Budget Monitoring Report
(Pages 149 - 150)
- 5.2 Health Determinants Research Collaboration Update

FORWARD BUSINESS PLANNER AND FUNDING TRACKER

- 6.1 CPA Management Group Forward Planner
- 6.2 Funding Tracker (Pages 151 - 162)
- 6.3 Meeting Dates 2026 (Pages 163 - 164)
- 6.4 Date of Next Meeting - 22 October 2025

Should you require any further information about this agenda, please email communityplanning@aberdeencity.gov.uk

COMMUNITY PLANNING ABERDEEN MANAGEMENT GROUP

21 MAY 2025

Present:- Angela Scott (Aberdeen City Council) (Chair), Jamie Bell (Scottish Enterprise), Jason Carrigan (Police Scotland), Duncan Abernethy (Aberdeen Prospers), Michelle Crombie (Community Empowerment), Paul Finch (Nestrans), Jillian Evans (Sustainable City), Nicola Graham (Skills Development Scotland) (from item 4), Robert Laird (NESCOL), Ross Mackay (GREC Co-General Manager), Alison MacLeod (Aberdeen City Health and Social Care Partnership and Resilient, Included and Supported Group), Phil Mackie (NHS Grampian) (Vice Chair), Sarah McGarrol (as a substitute for Martin Murchie (Health Research Determinants Collaboration), Simon Rayner (Alcohol and Drugs Partnership) as a substitute for Fiona Mitchellhill, Graeme Simpson (Children's Services Board) and Campbell Thomson (Homewards Aberdeen Steering Group).

Also Present:- Iain Robertson (ACHSCP), John Bone and Dan Crabtree (Health Research Determinants Collaboration), Jade Leyden and Allison Swanson (Aberdeen City Council)

Apologies:- Heather Crabb (University of Aberdeen), William Hardie (Robert Gordon University), Maggie Hepburn (Aberdeen Council for Voluntary Organisations), Fiona Mitchelhill (Alcohol and Drugs Partnership), Martin Murchie (Health Research Determinants Collaboration) and Mike Rungay (Scottish Fire and Rescue Service).

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Topic	Discussion/Decision	Action By
1. Welcome	The Chair welcomed Paul Finch and Duncan Abernethy to their first meeting.	
2. Minute of Previous Meeting of 26 February 2025	The Management Group had before it the minute of its meeting of 26 February 2025, for approval. The Management Group went through the actions and noted that these were either completed, ongoing or on today's agenda. <u>The Management Group resolved:</u> to agree the minute as a correct record and note that all actions were completed, ongoing or would be considered later on today's agenda.	
3. Draft Minute of Meeting of the Community Planning Aberdeen Board of 27 March 2025	The Management Group had before it the draft minute of the Community Planning Aberdeen Board meeting of 27 March 2025, for information. <u>The Management Group resolved:</u> to note the minute	

Agenda Item 1.1

Topic	Discussion/Decision	Action By
4. Draft Annual Outcome Improvement Report 2024/25 Page 4	The Management Group had before it a report which presented the draft Annual Outcome Improvement Report 2024/25. The report recommended:- that Management Group - (a) approve the final draft Annual Outcome Improvement Report 2024/25 as contained at Appendix 1; the summary and children and young people versions of the annual report contained at Appendices 2 and 3 for submission to the Board on 18 June 2025 for approval; (b) agree, subject to approval by the Board, the submission of the Annual Outcome Improvement Report 2024/25 to Full Council in July 2025 and for its publication and circulation to all partners; and (c) consider the report in conjunction with the Locality Plan Annual Reports (Item 5 of the minute) to understand the link with the priority issues being tackled via the three Locality Plans. <u>The Management Group resolved:</u> to approve the recommendations.	
5. Draft Locality Plan Annual Reports 2024-25 for North, South and Central Localities.	The Management Group had before it a report which presented the Draft Locality Plan Annual Reports 2024-25 for North, South and Central Localities against the locality plans published in July 2024. The plans underpin the refreshed Aberdeen City Local Outcome Improvement Plan, as well as individual partner plans, to cement a joint and coordinated approach between public services and local communities to improve outcomes city wide and at a locality level. The report recommended:- that Management Group – (a) approve the final draft Locality Plans presented at Appendix 1, 2 and 3 and agree that it be considered at the CPA Board meeting on 18th June 2025; (b) make suggestions on how to strengthen the reports before submission to the CPA Board; and (c) consider the report in conjunction with the CPA Annual Outcome Improvement Report (Item 4 of the minute) to understand the link with the priority issues being tackled via the city wide Local Outcome Improvement Plan.	

Topic	Discussion/Decision	Action By
	<u>The Management Group resolved:</u> to approve the recommendations.	
6. Community Planning Aberdeen New Improvement Charters	The Management Group had before it a report which provided an update on the status of the remaining new improvement charters to be submitted to Community Planning Aberdeen Management Group. The report recommended:- that Management Group (a) note the status of the remaining new charters to be submitted; (b) approve the charter and revised aim combining 12.5 and 12.7 as contained at appendix 1 to the report and recommend to the CPA Board that the Local Outcome Improvement Plan 2026-26 be updated accordingly to reflect the change to these specific aims under Stretch Outcome 12; and (c) approve the rescheduling of the other charters. <u>The Management Group resolved:</u> to approve the recommendations.	
7. Project Report 5.1 Reduce by 5% the number of children entering the care system by 2024.	The Management Group had before it a report which presented the results of the LOIP Improvement Project 5.1 which sought to reduce by 5% the number of children entering the care system by 2024. The report recommended:- that Management Group (a) acknowledge that the aim had been achieved with a 5.1% reduction in the number of looked after children since September 2023 and that the changes have been impactful and agree to recommend to the CPA Board testing is concluded on basis that learning was being used to inform the development of the Family Support Model; (b) note multi-agency data in relation to kinship care placements (formal and informal) would continue to be gathered, monitored and reported on to support the identification of areas where further improvement would be helpful; and (c) note that the testing of the change ideas Test A & Test B were still in their infancy. Over the coming months analysis of their impact would be reported to the Children's Services Board and inform future improvement activity and the refresh	

Topic	Discussion/Decision	Action By
	of our statutory Children's Services Plan and Local Outcome Improvement Plan 2026-36. <u>The Management Group resolved:</u> to approve the recommendations.	
8. Local Outcome Improvement Plan 2026-36 Development – Next Stages for Outcome Improvement Groups Page 6	The Management Group received a presentation setting out the next key stages for Outcome Improvement Groups in developing the Local Outcome Improvement Plan 2026-36 and key areas for considerations in taking these forward. The presentation can be accessed here Partners discussed the conference on 27 August and the proposal that Outcome Improvement Group Chairs present their emerging proposals to an expert panel who would provide feedback and then workshop sessions with wider attendees. Chairs agreed to the format, recognising feedback at that stage in the process would be welcome. The Management Group welcomed the new approach and the system level change. In this regard, it was highlighted that there may be system level change which might not be achievable due to external factors and it was questioned whether Groups should include these in their plans. In response, the Chair advised that all Groups should ensure they have a clear evidence base for their proposals and should be bold in their ambition, piloting locally system change to support national change and where there were barriers to taking these forward there were existing mechanisms to raise these, for example through the Locality Director and Community Planning Improvement Board. The Group discussed connection with the Locality Plans which were being developed concurrently with our communities, in doing so the importance of empowering our communities and for communities to become equal community planning partners was emphasised. John Bone advised of the current work ongoing in communities in relation to Just Transition and undertook to connect with Robert Laird and Duncan Abernethy, NESCOL on this.	John Bone (UoA)/ Robert laird and Duncan Abernethy (NESCOL)

Topic	Discussion/Decision	Action By
Page 7	<u>The Management Group resolved:</u> (i) to approve the timeline and next steps/actions for Outcome Improvement Groups as follows: End of May 2025 – starter packs issued May- August 2025 Outcome Improvement Groups to hold workshops/meetings to start development of the LOIP focusing on the key areas on earlier slide 19 June 2025 – CHES workshop 13 August 2025 – OIGs submit template to CP Team with: - Any proposals to merge Stretch Outcomes - Initial emerging system changes and target population - Draft improvement aims 27 August 2025 – Conference - Chair to present emerging system changes at the Conference 3 October 2025 - further draft of proposals submitted to the Management Group 15 December 2025 – final draft priorities submitted by Outcome Improvement Groups 22 December 2025 – full draft LOIP developed for consultation in Jan 2026 (ii) to invite the Location Director to sit on the expert panel at the conference	Outcome Improvement Group Chairs
9. Draft 2025 Population Needs Assessment (PNA)	The Management Group had before it a report which presented the 2025 Population Needs Assessment (PNA) for Aberdeen City. The Population Needs Assessment is a key source of evidence which informs the key priorities for Community Planning Aberdeen and Aberdeen City Council and provided an updated evidence base for the development of the Local Outcome Improvement Plan 2026-36 and Locality Plans The report recommended:- that Management Group – (a) consider the current draft Population Needs Assessment 2025 at Appendix 1; (b) note that work was in progress with Partners to address any gaps in information and data; and agree that it be submitted to the Community Planning Aberdeen Board in June 2025;	

Topic	Discussion/Decision	Action By
	(c) agree that Partners take the Population Needs Assessment into their respective organisations to consider the key findings alongside their own strategic plans; and (d) note the development stages and timeline for the development of the Local Outcome Improvement Plan 2026-36 at Appendix 2. The Management Group welcomed the report and emphasised the importance of Outcome Improvement Groups using the data, along with the results of the public engagement to provide evidence base for the priorities in the Local Outcome Improvement Plan 2026-36. <u>The Management Group resolved:</u> to approve the recommendations	
10. Embedded Researcher/ Aberdeen Health Research Determinants Collaboration	The Management Group (1) received a presentation from Sarah McGarrol and Dan Crabtree (AHRDC) on the role of the Embedded Researcher on Outcome Improvement Groups and their support for the Groups in developing the LOIP 2026-36; and (2) had before it a report on the activity of the Aberdeen Health Research Determinants Collaboration. The report recommended:- that Management Group note the progress report and consider what further collaboration might be prioritised between Community Planning Aberdeen and the Aberdeen Health Research Determinants Collaboration. The Management Group welcomed the role of the Embedded Researcher and the importance of the role in supporting the Outcome Improvement Groups in identifying system change interventions for inclusion with the Local Outcome Improvement Plan 2026-36. Simon Rayner asked whether an Embedded Researcher had been identified for the Alcohol and Drugs Partnership. Sarah undertook to confirm the position, however confirmed that all other Groups had a confirmed Embedded Researcher. Sarah also provided an update on the latest activity of the Aberdeen Health Research Determinants Collaboration., highlighting the work ongoing to identify interventions that	Sarah McGarrol, AHRDC

Topic	Discussion/Decision	Action By
	were working effectively elsewhere as a starting point for the Outcome Improvement Groups consideration in developing the Local Outcome Improvement Plan. <u>The Management Group resolved:</u> to approve the recommendation.	
11. Financial Incentives for Behavioural Change Page 9	The Management Group had before it a report which present the findings from the Health Determinants Research Collaboration (HDRC) rapid review on the effectiveness in providing financial incentives to support health behaviour change. The report recommended:- that Management Group (a) note the findings from the rapid review and take this into account in its future decision making; and (b) request that the CPA Management Group use the finding from the report in supporting the governance of the Local Outcome Improvement Plan. <u>The Management Group resolved:</u> to approve the recommendations	
12. Community Planning Budget 2024/2025 – Q4 Budget Monitoring Report	The Management Group had before it a report which provided an update on the 2024/25 Community Planning Budget's financial performance for the period 1 February 2025 to 31 March 2025. The report recommended:- that the Management Group note Community Planning Aberdeen Budget's performance during quarter 4 of 2024/25. <u>The Management Group resolved:</u> to approve the recommendation.	
13. Draft Community Planning Budget 2025/26	The Management Group had before it a report which set out the contributions from Community Planning Aberdeen partners to the Community Planning Budget 2025/26 and details proposals for how this money would be spent.	

Topic	Discussion/Decision	Action By
	The report recommended:- that the Management Group agree to submit the final proposed Community Planning Budget 2025/26 to the Community Planning Aberdeen Board on 18 June 2025 for approval. <u>The Management Group resolved:</u> to approve the recommendation.	
14. Community Planning Aberdeen Forward Planner	The Management Group had before it the Community Planning Aberdeen Forward Planner. <u>The Management Group resolved:</u> to note the Community Planning Aberdeen Forward Planner and that further items approved today be added.	Allison Swanson, Aberdeen City Council
15. Community Planning Aberdeen Funding Tracker	The Management Group had before it the Community Planning Aberdeen Funding tracker. Partners discussed the use of the tracker, noting that funding applications required time and resource. However, projects should continue to be encouraged to use the tracker to apply for funding for supporting testing of change ideas. <u>The Management Group resolved:</u> to note the Community Planning Aberdeen Funding tracker and agree that projects continue to be encouraged to utilise the tracker and apply for funding to support testing of the change ideas.	All Outcome Improvement Group Chairs
16. Date of Next Meeting	The Management Group noted that its next meeting would be held on 13 August 2025 at 2pm	

COMMUNITY PLANNING ABERDEEN BOARD
18 JUNE 2025

Present: Councillor Christian Allard (Aberdeen City Council), Chairperson, Councillor Kate Blake (Aberdeen City Council), Michael Cassie (Scottish Fire and Rescue Service, as a substitute for Andrew Wright), Sarah Chew (ACVO), Susan Elston (NESCOL), Nick Fye (Robert Gordon University), Councillor Martin Greig (Aberdeen City Council), Matthew Lockley (Scottish Enterprise), Hussein Patwa (IJB Chair), Councillor Miranda Radley (Aberdeen City Council), Angela Scott (Aberdeen City Council), Anthony Standing (Skills Development Scotland); Kate Stephen (Police Scotland), and Susan Webb (NHS Grampian).

Also Present: Michelle Crombie; Martin Murchie; Graeme Simpson; Allison Swanson (Aberdeen City Council); Martin Barry (Scottish Enterprise); Jillian Evans (NHS Grampian); Alison MacLeod and Iain Robertson (Aberdeen City Health and Social Care Partnership).

Apologies: Pete Edwards (University of Aberdeen); Richard McCallum (Scottish Government); and Andrew Wright (Scottish Fire and Rescue Service)

	Topic	Discussion/Decision	Action By
1	Welcome and Apologies	The Chair welcomed the Board members and Hussein Patwa, new Chair of the Integration Joint Board, to the meeting.	
2	Community Planning Aberdeen Board Minute of Previous Meeting of 27 March 2025	The Board had before it the minute of its previous meeting of 27 March 2025 for approval. At this juncture, the Chair advised the Board that all actions under item 6 from the previous meeting of 27 March 2025 had been completed. <u>The Board resolved: -</u> to approve the minute as a correct record.	
3	Draft Community Planning Aberdeen Management Group Minute of 21 May 2025	The Board had before it the draft minute of the Community Planning Aberdeen Management Group meeting of 21 May 2025 for information. <u>The Board resolved: -</u> to note the draft minute.	
4	Community Planning Aberdeen Board Forward Planner	The Board had before it the Community Planning Aberdeen Board Forward Planner. <u>The Board resolved: -</u> to agree the Forward Planner.	

	Topic	Discussion/Decision	Action By
5.	Scottish Government Location Director National Update	The Board noted that Richard McCallum was unable to attend today's meeting. Susan Webb advised that briefings on the Population Health Framework and suggested that the Framework be an item for the next meeting. The Board resolved: - (i) to ask for a written update from the Location Director for inclusion within future Board agendas to enable members to consider this in advance of the meeting; and (ii) to agree that the Population Health Framework be reported to the next meeting.	
5	Thematic Session – Priorities for Improvement	The Board had a thematic session on priorities for improvement. The session explored the priorities for improvement emerging from the: • Annual Outcome Improvement Report 2024-25 • Locality Plan Annual Reports 2024-25 for North, South and Central • Population Needs Assessment 2025 • Public Engagement 2025 As part of the session, the Board received a presentation from Graeme Simpson, Michelle Crombie, Jillian Evans, Alison MacLeod and Allison Swanson on the emerging priorities for improvement aligned to the social determinants of health from the documents above. The presentation can be accessed here Partners then discussed the following: • Do you agree with the priorities for improvement? • Is there anything missing for you from a single or multi-agency perspective? • Are you content with the proposed next steps? The partners thanked the Chairs of the Outcome Improvement Groups for their presentations. Partners agreed with the emerging priorities and also raised public transport and health literacy as potential gaps. In response it was advised that these were areas being taken forward by single system plans. Other areas discussed included maternal and paternal health, skills and knowledge and influence to be more effective, influencing behaviours, and tackling stigma. Clarification on the source of data used for the emerging priorities in relation to poverty was sought. In response, Martin Murchie – Chief Officer – Data Insight Health Determinant Research Collaboration – (Aberdeen City Council), assured the partners that there were	

	Topic	Discussion/Decision	Action By
		different sources of data, however the data was from Department of Works and Pensions (DWP) which matched with the Aberdeen City Council data on housing and benefits records. <u>The Board resolved:-</u> to approve the next steps for the development of the LOIP 2026-36.	
6	Regional Living Wage Action Plan	The Board had before it a report which sought the endorsement of Community Planning Aberdeen for the updated 3-year Real Living Wage action plan, which would now operate at a regional level for both Aberdeen City and Aberdeenshire. <u>The report recommended:-</u> that the Board:- (a) endorse the “Making Aberdeen and Aberdeenshire a Living Wage Place” action plan; (b) agree to continue supporting the delivery and promotion of the action plan via Community Planning Aberdeen communications channels; and (c) support the Real Living Wage Action Group in encouraging both Living Wage and Living Hours accreditation of employers in all sectors across the City. The Board heard from Martin Barry – Co Chair – Aberdeen Real Living Wage Action Group – (Scottish Enterprise). Mr Barry provided an overview of the report and reminded partners that Living Wage Scotland operated the living wage place scheme and one of the conditions was that the local authority must be an accredited living wage employer of which Aberdeen City Council was in 2017 and Aberdeenshire Council in October 2023. The Board discussed the accreditation process, the fees for the employers and the costs for smaller employers. A question was asked on the funding request for self-directed support being paid the real living wage, and how would micro businesses be supported in employing people for their business. In response, Mr Barry advised that he would take the matter away, and would ask for more information from Living Wage Scotland and circulate the response to the board member by email. <u>The Board resolved: -</u> (i) to approve the recommendation	Martin Barry / Scottish Enterprise Martin Barry / Scottish Enterprise

	Topic	Discussion/Decision	Action By
7	Draft Community Planning Budget 2025/26	The Board had before it a report which set out the contributions from Community Planning Aberdeen partners to the Community Planning Budget 2025/26 and detailed proposals for how the money would be spent. The report recommended:- that the Board :- approve the proposed Community Planning Budget 2025/26. In discussion, clarity on the original formula used for partner contributions to the Community Planning budget was sought. Mrs Crombie undertook to share this information with Board members by email. <u>The Board resolved: -</u> to approve the recommendation.	Michelle Crombie (ACC)
8	Community Planning Aberdeen Board Information	The Board had before it the Community Planning Aberdeen Board Information Report which provided updates on reports and that had been considered by the Management Group. <u>The Board resolved:-</u> to note the information provided.	
9	Date of next meeting – 24 September 2025	The Board noted that its next meeting would take place on Wednesday, 24 September 2025 at 2pm.	
10	Valedictory	The Chair announced to the Board that it would be the last Community Planning Aberdeen Board meeting for Susan Webb as the Vice Chair. The Chair thanked Mrs Webb for her time and contributions towards Community Planning Aberdeen. <u>The Board resolved: -</u> to concur with the Chair and wish Mrs Webb well in her future endeavours.	

Aberdeen Cyrenians Strategic Plan 2025–2030 Overview for Community Planning Aberdeen Management Group



Purpose of Sharing

This paper is shared with the Community Planning Aberdeen Management Group to support alignment, collaboration, and shared understanding of Aberdeen Cyrenians' strategic direction.

It invites partners to explore opportunities for joint working that address the city's most pressing social challenges and contribute to the delivery of the Local Outcome Improvement Plan (LOIP).

Aberdeen Cyrenians welcomes feedback from Community Planning partners on this strategic plan.

Constructive input will help refine our approach and ensure that our work continues to complement and contribute meaningfully to the wider goals of Aberdeen City.

Our priority is to be a trusted, collaborative partner in delivering better outcomes for all who live and work in the city.

Ambition

Aberdeen Cyrenians (AC) is a values-driven organisation dedicated to social good, with a core mission to support marginalised and vulnerable individuals across Aberdeen.

The Strategic Plan 2025–2030 sets out a bold ambition:

To prevent homelessness and hospital admissions through a community-based, public health approach that addresses wellbeing disparities.

Strategic Themes

The plan is structured around five interconnected strategic themes:

1. **Prevention & Early Intervention** – Tackling issues before they escalate, embedding trauma-informed practices, and raising awareness of hidden homelessness.
2. **Integrated Health, Housing, Social Care & Employability** – Delivering wraparound support through multidisciplinary teams and high-intensity hubs.
3. **Empowerment & Inclusion** – Co-producing services with lived experience, promoting life skills, and fostering community integration.
4. **Collaboration & System Change** – Leading city-wide coalitions, influencing policy through data and lived experience, and aligning with Marmot City principles.
5. **Foundations for Sustainable Social Change** – Ensuring organisational resilience, diversifying funding, and investing in workforce and infrastructure.

Working in Partnership

AC works collaboratively with public, private, and third sector partners including ACC, ACHSCP, NHS Grampian, and national initiatives to deliver integrated services and drive systemic change.

These partnerships are central to AC's approach, ensuring that services are aligned with city-wide priorities and that collective action is taken to address complex social challenges and to support the aim of a prosperous Aberdeen for all; regardless of background and circumstance.

Focus on Social Determinants of Health

AC's strategy is rooted in addressing the social determinants of health, the conditions in which people are born, grow, live, work, and age. These include housing, education, employment, social inclusion, and access to healthcare. By improving these determinants, AC aims to contribute to reducing health inequalities and enhancing overall wellbeing across the city.

Key Delivery Projects

- **Intensive Contact Hub** – A central access point for integrated support.
- **Assertive Outreach** – Targeted engagement with those at risk.
- **Wernham House** – Continued development of supported accommodation.
- **Employability Pathways** – Supporting transitions into work and independence.
- **Granite Care Consortium & ATAP Project** – Collaborative initiatives addressing care at home and upstream prevention of homelessness.
- **Academic & Economic Research** – Supporting and commissioning research that evidences the social value and cost avoidance of AC's interventions, particularly in relation to homelessness, public health, and social care. This includes contributing data and insights to inform policy, funding decisions, and strategic planning across the city.

Alignment with City Priorities

The Strategic Plan aligns with:

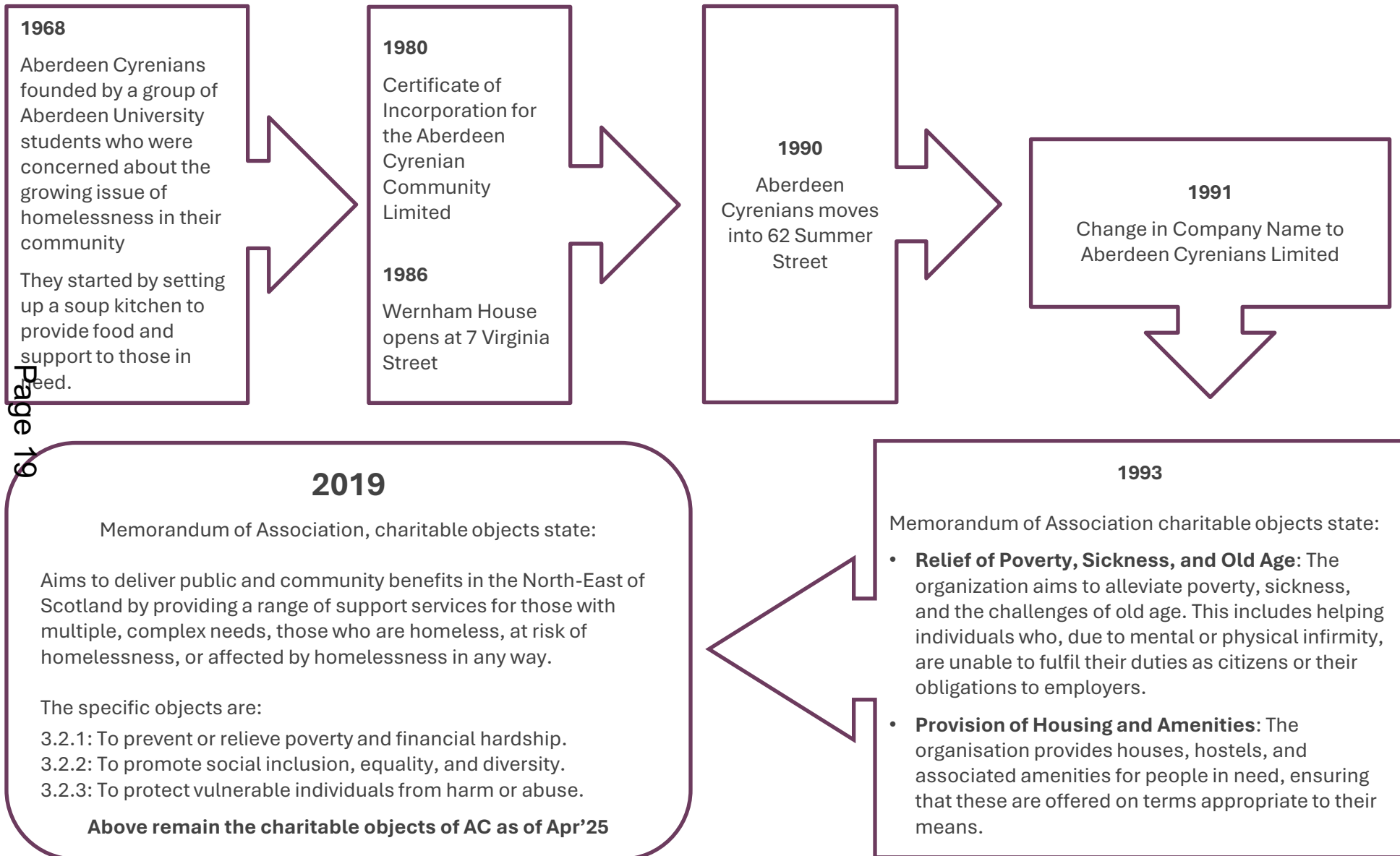
- **Aberdeen City Council's Local Housing Strategy** – Making homelessness rare, brief, and non-recurring.
- **Aberdeen City Health & Social Care Partnership (ACHSCP)** – Shifting focus to prevention and early intervention.
- **Scottish Government Strategies** – Including Ending Homelessness Together, Mental Health & Wellbeing, and Fairer Scotland Action Plan.
- **Local Outcome Improvement Plan (LOIP)** – Contributing to stretch outcomes in poverty, employment, health, community justice, and empowerment.



Aberdeen Cyrenians Strategic Plan 2025-2030

25th July 2025

Part 1: Background and core purpose of Aberdeen Cyrenians 2025-2030



Marginalised | Vulnerable | Disadvantaged

- **Marginalised:** Focuses on exclusion and being pushed to the periphery of society (social, economic & political)
- **Vulnerable:** Focuses on being at risk and needing protection. Those who are at a higher risk of harm, exploitation, or adverse outcomes due to their circumstances or characteristics. Can be temporary or permanent and can be due to physical, emotional, or social factors.
- **Disadvantaged:** Focuses on lacking economic, social or educational resources and opportunities that others have leading to poorer outcomes in health, education, employment and overall quality of life.

Crisis | Intervention | Prevention

- **Crisis:** Significant disruption or emergency situation that poses an immediate threat to health, safety, or wellbeing. It requires urgent intervention/immediate action to prevent further harm or damage.
- **Intervention:** Involves actions taken to address and manage a crisis or problem that has already occurred. It aims to mitigate the impact, provide support, and resolve the situation. Responding and managing existing problems.
- **Prevention:** Involves proactive measures taken to reduce the risk of a crisis or adverse event occurring. It focuses on addressing potential causes and implementing strategies to avoid problems before they arise. Taking steps to stop problems before they start.

Intersectionality

- Concept that helps us understand how different aspects of a person's identity combine to create unique experiences of discrimination or privilege.
- Intersectionality means looking at how various parts of a person's identity—such as race, gender, class, sexuality, disability, and more—interact and overlap. These overlapping identities can lead to different experiences of advantage or disadvantage.

Structural Inequality & Inequity

- **Inequality** refers to the uneven distribution of resources, opportunities, and treatment among individuals or groups. It is a measurable difference in conditions, status, or outcomes.
- **Inequality** is about the differences in what people have or can access.
- **Inequity** refers to unfairness or injustice in the way resources, opportunities, and treatment are distributed. It focuses on the processes and systems that lead to unequal outcomes.
- **Inequity** is about the unfairness in how differences arise.

The Population of Aberdeen | Overview

Population Overview

- **Current Population:** Aberdeen City has an estimated population of 227,750
- **Decline in Population:** The population has been declining from 2015 to 2023, primarily due to a falling birth rate and fluctuating net migration

Demographic Changes

- **Ageing Population:** The city is projected to have fewer people of working age and a rise in the number of older people, particularly those over 75. This demographic shift poses several challenges:
 - **Economic Decline:** A falling and ageing population can lead to economic decline by reducing the overall tax base while increasing the need for public services
 - **Increased Pressure on Services:** There will be greater demand for services and care, especially for children and older people

Migration of Workforce

- **Migration as a Solution:** To sustain or grow the population, Aberdeen must attract and retain people through migration
- **Work Limitations:** A growing number of people in the city are recorded as having limitations to work, exacerbating the balance between those in work and those who are not

Strategic Focus

- **Attracting Residents:** The focus must be on ensuring Aberdeen is a place where people want to live and work
- **Supporting Residents:** The strategy aims to support current residents to play a full social and economic part in the city's future

Social Determinants of Health

- The conditions in which people are born, grow, live, work, and age that affect their overall health and wellbeing.
- These factors go beyond medical care and include various aspects of daily life and the environment.
- Social determinants of health are the various aspects of life and the environment that influence how healthy we are. Improving these conditions can lead to better health for everyone

Key and Recurring Vulnerabilities

Care experienced | Living with a disability | Older and frail | Living in single parent households | Socially isolated, particularly as a result of a long-term health condition | Experiencing or have experienced domestic violence. | Substance users | In need of long-term support for their mental health | Fearful because of repeated anti-social behaviour | Released from prison | Fleeing conflict | Living with trauma, particularly those who seek refuge in the city | Experiencing financial vulnerability

What is the purpose of Aberdeen Cyrenians 2025-2030?

- Key points from 18th April 2025 strategy session included



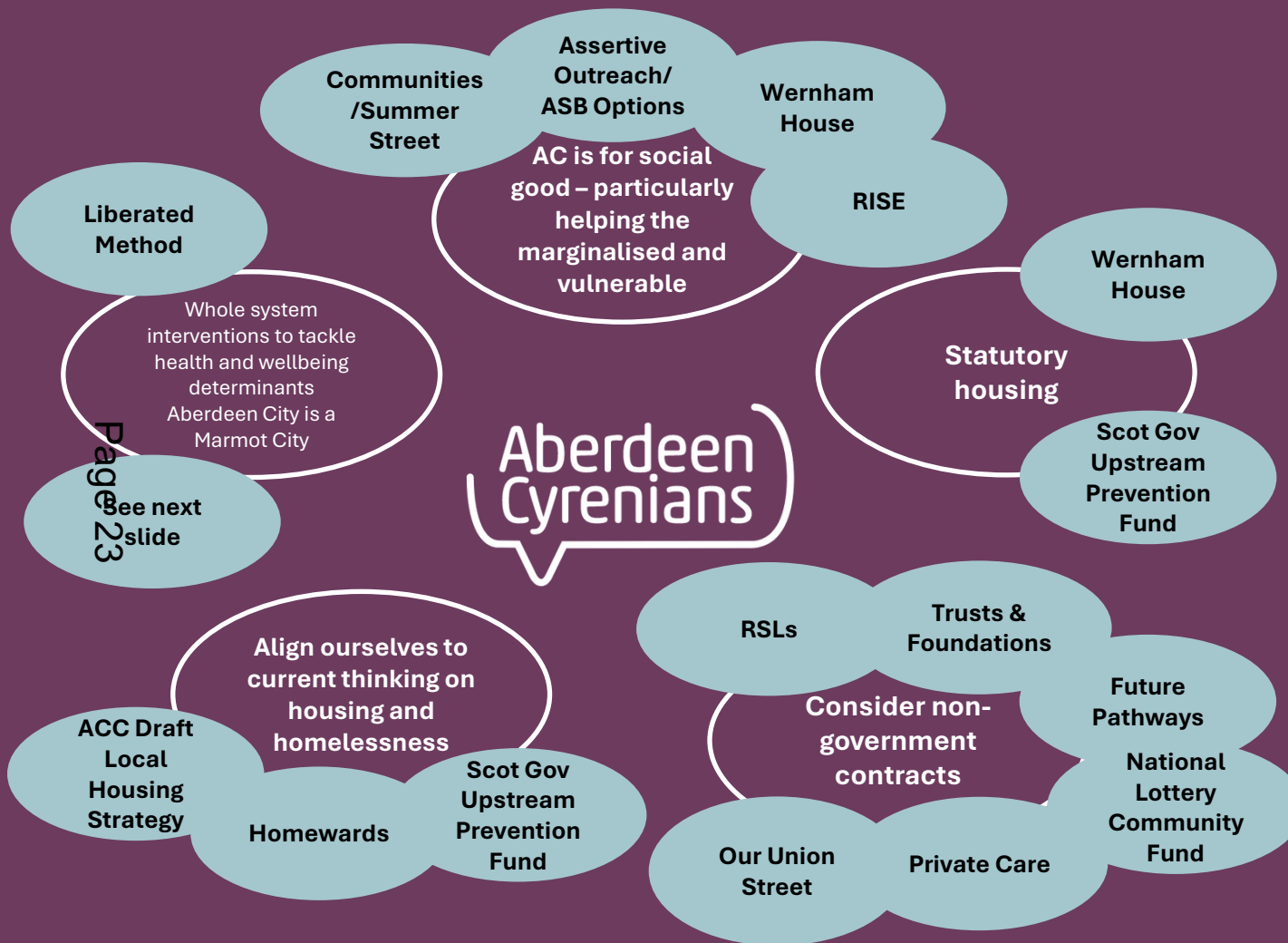
For the people supported, AC should:

- Address homelessness
- Provide a high intensity hub/drop-in (historically core purpose of AC)
- Address health and social care?

If homeless and marginalised is core purpose, are health and care offerings part of the portfolio and potentially strategic in helping to sustain and fund the core?

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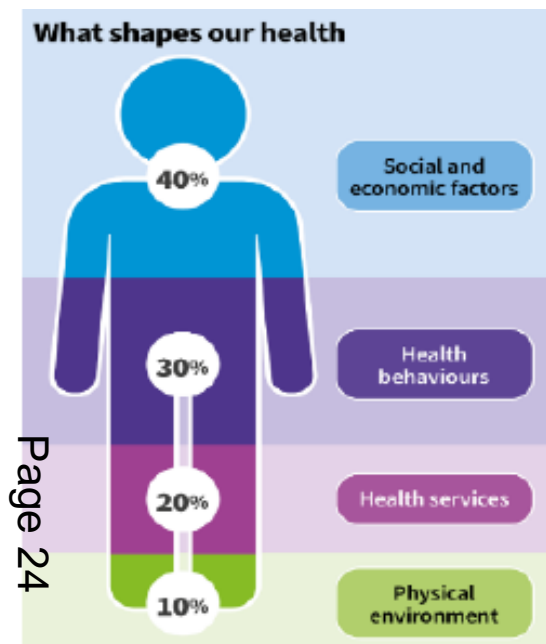
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****with services & opportunities mapped****

Social Determinants of Health| General Overview



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Key Factors:

1. Economic Stability:

- a) **Income:** Having enough money to afford necessities like food, housing, and healthcare.
- b) **Employment:** Having a stable job that provides a steady income and benefits.

2. Education:

- a) **Access to Quality Education:** Opportunities to learn and develop skills from early childhood through adulthood.
- b) **Literacy:** Ability to read and understand information, which affects health decisions.

3. Social and Community Context:

- a) **Support Networks:** Relationships with family, friends, and community that provide emotional and practical support.
- b) **Social Inclusion:** Feeling accepted and valued in society, which impacts mental health.

4. Health and Healthcare:

- a) **Access to Healthcare:** Availability of medical services and treatments.
- b) **Health Literacy:** Understanding health information and making informed decisions.

5. Neighbourhood and Built Environment:

- a) **Housing:** Living in safe, affordable, and healthy homes.
- b) **Environment:** Access to clean air, water, and green spaces.

Why They Matter:

- **Impact on Health:** These factors can significantly influence health outcomes. For example, people with stable jobs and good housing tend to have better health than those without.
- **Inequality:** Differences in these conditions can lead to health disparities. For instance, poorer neighbourhoods might have less access to healthcare and healthy food, leading to worse health outcomes.

Example:

Imagine two families living in different neighbourhoods. One family lives in a safe area with good schools, parks, and access to healthcare. The other family lives in a rundown area with poor schools, no parks, and limited healthcare. The first family is likely to be healthier because their environment supports their wellbeing, while the second family faces more challenges that can negatively affect their health.





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AC already involved/AC services directly impact



Link to AC ethos but not delivering specific services that impact



AC services support indirectly



No link to AC services or ethos

Children, Families and Lifelong Learning

1. Increased numbers of children in Aberdeen are living in poverty, have disabilities, additional support needs, or enter school with developmental concerns.
2. The city has a large student population based over several university and college campuses. An increase in the number of students studying online may have contributed to an overprovision of purpose-built student accommodation. A recent report also suggested 35% of full-time students were owner occupiers in Aberdeen which is significantly higher than in Glasgow, Dundee and Edinburgh.
3. One in three school pupils in Aberdeen are of ethnic minority background. Family affluence or deprivation significantly impacts children's experiences and outcomes, including educational attainment and positive destinations.
4. Consistent youth homelessness presentations indicate the need for a holistic approach to supporting families facing adversity. This will be addressed through the development of the Family Support Model.
5. Aberdeen continues to welcome displaced families and young people from around the world. These individuals require essential support, including accommodation, training, and employment opportunities to integrate into the labour market

Economic Stability

1. Aberdeen is transitioning towards a low-carbon economy, with a focus on diversifying business sectors. Energy remains a key component, but there is also a push to develop the renewables sector, tourism, and financial and business services.
2. As of June 2024, Aberdeen's unemployment rate was 4.4%, higher than the Scottish average of 3.5%. Additionally, almost 1 in 6 households had no one working, and many households with low income or experiencing financial instability are also important.
3. It is estimated that 57% (3 out of 5) households experiencing relative poverty are within working households, highlighting the issue of in-work poverty.
4. Even if the wealth gap between the region and Scotland as a whole is narrowing, in 2023 people in Aberdeen were still wealthier per head of the population than Scotland.
5. The accessibility of financial inclusion services is crucial for supporting economic stability. Initiatives like Aberdeen City Council's Rent Assistance Fund help people manage housing costs and avoid financial hardship.



Communities & Housing

Homelessness

- Multiple factors that can cause a household to experience homelessness and in becoming homeless the risk of disruption, destabilisation and harm can increase.
- A high proportion of households experiencing homelessness in Aberdeen have experienced a mental health support need (13%), and 3.7% have difficulties with substance use which is very often combined with poor mental health, a physical disability or a learning disability.
- These factors can contribute to the loss of a person's home particularly when combined with financial difficulties or perhaps already being in a place of housing insecurity, such as staying with friends or relatives.
- In Aberdeen we know that the main reason for homeless presentations is due to the person or household being asked to leave their current accommodation, and this accommodation is often either the parental or another relative's home, or a friend or partner's home.
- As of December 2024, we also know that 11.8% of people presenting as homeless in the city gave a reason of there being a violent or abusive dispute within the household, and a further 15.4% stated that there was a non-violent conflict within the household or a relationship breakdown.
- Households presenting as homeless in the city identify a lack of support as an issue, either from family or more widely, and difficulties managing on their own.
- Need to continue working with the Homewards Coalition to help make homelessness rare, brief and non-recurring.
- ACC works closely with the Scottish Prison Service to prevent homelessness and provide support to prisoners on their release. The SHORE standard is followed to prevent prisoners from becoming homeless on release.



AC already involved/AC services directly impact



Link to AC ethos but not delivering specific services that impact



AC services support indirectly



No link to AC services or ethos



Communities & Housing (Family Support Model & Future Libraries Model)

Safety and Community

- Feeling safe within one's home, neighbourhood, and community is important for wellbeing. This includes concerns about crime, anti-social behaviour, house fires, and road safety.
- 10% of those living in Scottish Index of Multiple Deprivation (SIMD) 1 and 22% of those living in SIMD 2 identify housing and community as an issue. Those living in SIMD 1 raise concerns about their sense of influence and control, and also express concerns about feeling unsafe. Those aged under 24 had most concerns about housing and community. Mean scores by ethnicity show little variation on city averages.

Displaced People

- Aberdeen is currently home to around 2,000 displaced people, which is a ten-fold increase in arrivals over the last 3 years.
- Aberdeen has seen a significant increase in displaced people seeking support and refuge. These individuals often face isolation due to language barriers and cultural differences. Building social connections is critical for integration into local communities. Shared community events and positive neighbourliness can help foster integration.

Housing Shortage

- The housing shortage has led to various housing options being utilised, including host sponsorship, Ministry of Defence properties, private-sector tenancies, and social rented housing. There is a mismatch between available housing stock and the size of accommodation needed, particularly for single-person households and larger families.
- ACC must maximise the delivery of affordable housing to ensure a sufficient supply of housing in the city, including wheelchair accessible homes and homes for those living with complex care needs. There is also a need to ensure sufficient investment in older properties. The varying and evolving needs of the citizens of Aberdeen need to be met through the delivery of person-centred approach which promotes independent living.
- Several factors make homes less comfortable, including limited indoor space and no access to private or shared outdoor space. Knowledge of these factors will directly inform our plans.

Importance of Housing & Tenant Participation

- Having a place to live that is affordable, warm, and secure is essential for wellbeing. The availability, location, type, and quality of housing are crucial factors. Many people face housing challenges, including fuel poverty, the need for specialist provision housing due to ill-health or disability, and homelessness.
- A good landlord-tenant relationship helps sustain tenancies. Tenants who can make their house a home tend to have better mental health.

 AC already involved/AC services directly impact

 Link to AC ethos but not delivering specific services that impact

 AC services support indirectly

 No link to AC services or ethos



Health & Social Care (Adults)

Health Challenges

- **Declining Healthy Life Expectancy:** For both women and men, healthy life expectancy is declining in Aberdeen. People living in more deprived areas have shorter lives and are more likely to live with poorer health for longer.
- **Long-Term Illness:** 1 in 4 adults in Aberdeen describe themselves as having a limiting, long-term illness.

Aging Population

- **Support Needs:** As people age, they tend to need more health and social care support. There is a rising number of adults choosing not to have children, which may impact care arrangements in the longer term.

Disease Prevention

- **Healthier Behaviours:** Preventing disease progression and encouraging healthier behaviours are important for improving health outcomes. Over half of the deaths in Aberdeen City in 2022 were associated with cancers and circulatory diseases, which are linked to smoking, obesity, and physical inactivity.

Substance Use

- **Alcohol and Drug Use:** The rates of hospital admissions due to alcohol and alcohol-related deaths have been relatively stable, but the drug-related death rate has increased substantially. Reducing the serious consequences of alcohol and drug use remains a priority.
- Continuing to reduce the serious consequences of alcohol and drug use remains a priority which will result in improved health outcomes for those affected, meaning that we now need to look far more holistically at how best to support our citizens to overcome the many different challenges they face by taking a family centric approach to the delivery of services.

Mental Health

- **Mental Health Issues:** Data suggests an increase in the number of people being prescribed drugs for anxiety and depression over the past decade. Although the rate of hospital admissions for mental illness has fallen, deaths from suicides have risen. The cost-of-living crisis may further deteriorate mental health and wellbeing.

Early Intervention

- **Social Isolation:** Addressing social isolation through early intervention is crucial. The Stay Well Stay Connected program promotes healthy lifestyles, physical activity, better dietary choices, and social connections.

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AC already involved/AC services directly impact



Link to AC ethos but not delivering specific services that impact



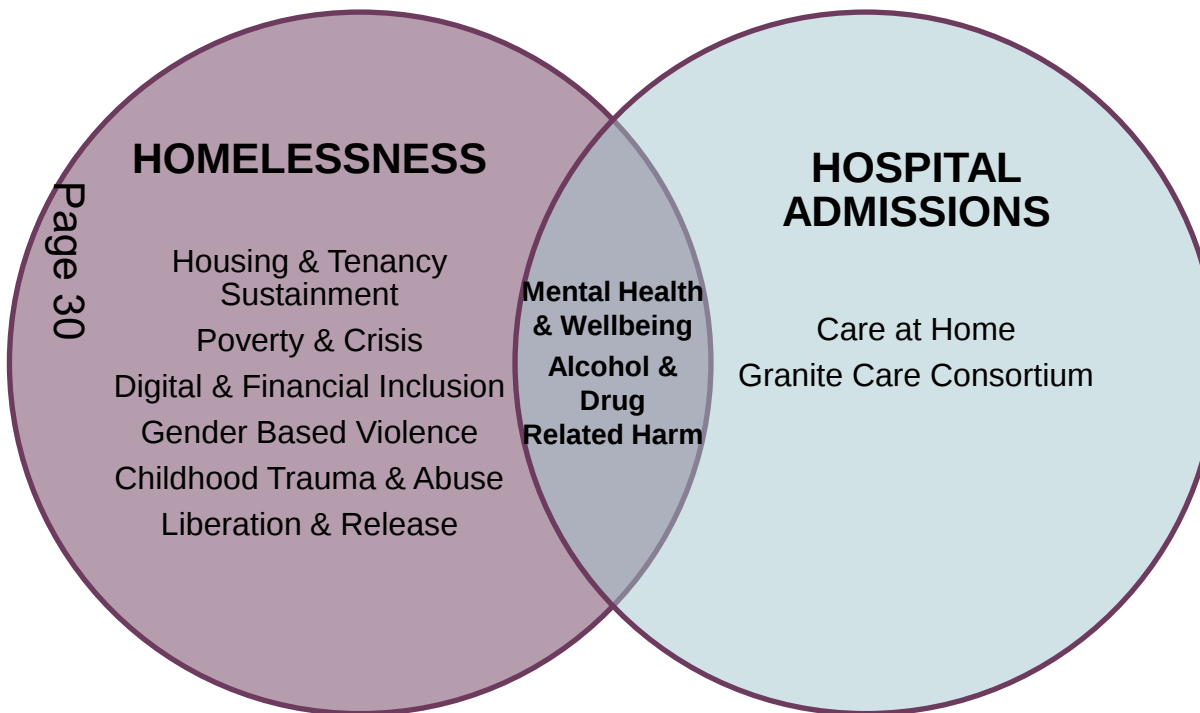
AC services support indirectly



No link to AC services or ethos

Part 2: Aberdeen Cyrenians Strategic Plan 2025-2030

To prevent homelessness and hospital admissions, through a community-based, public health approach that addresses wellbeing disparities.



- To work with key stakeholders to lift homelessness and hospital admissions from being “siloe” and to be understood across all sectors as a public health issue.
- Evidence based needs are met.
- Partnership working is prioritised across the public, private and third sectors.
- Charities should be expected to integrate and collaborate with other entities to address needs.

By focusing on prevention and community support, we can potentially reduce the strain on emergency and statutory services and improve the overall wellbeing in the city.

THE STRATEGIC PLAN

A tool to define where Aberdeen Cyrenians wants to go and what actions we will take to achieve these goals

AMBITION

To prevent homelessness and hospital admissions, through a community-based, public health approach that addresses wellbeing disparities

By focusing on prevention and community support, we can potentially reduce the strain on emergency and statutory services and improve the overall wellbeing in the city.

PURPOSE – OPTION 1

Aberdeen Cyrenians is for social good – particularly helping the marginalised and vulnerable

For the people supported, Aberdeen Cyrenians should:

- address housing and homelessness
- provide a high intensity hub/drop-in
- provide health and social care services

Together, with our key stakeholders, we use the diversity of our skills, disciplines and experiences to raise awareness and to empower people to make positive, sustainable change.

STRATEGIC THEMES

NO. 1

PREVENTION & EARLY INTERVENTION

NO. 2

INTEGRATED HEALTH, HOUSING, SOCIAL CARE & EMPLOYABILITY

NO. 3

EMPOWERMENT & INCLUSION

NO. 4

COLLABORATION & SYSTEM CHANGE

NO. 5

FOUNDATIONS FOR SUSTAINABLE SOCIAL CHANGE

These themes and goals are designed to meet societal needs and align with the strategic priorities of Aberdeen City Council (ACC), Aberdeen City Health and Social Care Partnership (ACHSCP) and Scottish Government (SG).

NO. 1

PREVENTION & EARLY INTERVENTION

Goal: Reduce homelessness and preventable calls on public services (such as hospital admissions and anti-social behaviour) before they occur.

Key Actions:

1. Expand upstream services to prevent homelessness and calls on public services with a focus on those who are marginalised and vulnerable.
 - **Marginalised:** Focuses on exclusion and being pushed to the periphery of society (social, economic & political)
 - **Vulnerable:** Focuses on being at risk and needing protection. Those who are at a higher risk of harm, exploitation, or adverse outcomes due to their circumstances or characteristics. Can be temporary or permanent and can be due to physical, emotional, or social factors.
2. Embed trauma-informed practices across all services, particularly in early engagement and outreach.
3. Develop wider public understanding of hidden homelessness and other societal challenges and its impact on people and society.
4. Through the community hub and a trusted connector for marginalised and vulnerable people in relation to public health campaigns (e.g., Future Libraries Model).
5. Develop targeted campaigns to raise awareness of early signs of crisis and available support. These campaigns will be tailored to people experiencing crisis, agencies who support people in crisis and local community groups.
 - **Crisis:** Significant disruption or emergency situation that poses an immediate threat to health, safety, or wellbeing. It requires urgent intervention/immediate action to prevent further harm or damage.
 - **Intervention:** Involves actions taken to address and manage a crisis or problem that has already occurred. It aims to mitigate the impact, provide support, and resolve the situation. Responding and managing existing problems.

Impact: Reduces pressure on emergency services and improves long-term outcomes for vulnerable individuals.

Alignment:

- ✓ ACC Local Housing Strategy: “Make homelessness rare, brief, and non-recurring.”
- ✓ ACHSCP: “Shift focus towards prevention and early intervention.”
- ✓ SG: Ending Homeless Together Action Plan, Homeless Prevention Duties, Mental Health & Wellbeing Strategy & Fairer Scotland Action Plan

Strategic Themes and Key Goals | 2025-2030

These themes and goals are designed to meet societal needs and align with the strategic priorities of Aberdeen City Council (ACC), Aberdeen City Health and Social Care Partnership (ACHSCP) and Scottish Government.

NO. 2

INTEGRATED HEALTH, HOUSING, SOCIAL CARE & EMPLOYABILITY

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Goal: Deliver holistic, person-centred care that addresses wellbeing - both health and social needs.

Key Actions:

1. Provide crisis and intervention support on behalf of statutory partners, integrating this into wider service provision.
2. Continued development of multidisciplinary teams to deliver wraparound support (mental health, substance use, housing, financial inclusion) and link into the city networks/community partnerships.
3. Expand high-intensity hubs/drop-ins to serve as access points for integrated care
4. Support transitions from hospital, prison, or care settings into stable housing with ongoing support.

Impact: Improves physical and mental wellbeing, reduces repeat crises, and supports recovery.

Alignment:

- ✓ ACHSCP: “Transform service delivery” and “match care and support to current and future need.
- ✓ ACC Housing Strategy: “Promote health through housing” and “support independent living.”
- ✓ SG: Getting It Right for Everyone (GIRFE); Once for Scotland Strategy, Long Term Conditions Framework

NO. 3

EMPOWERMENT & INCLUSION

Goal: Enable individuals to take control of their lives and participate fully in society.

Key Actions:

1. Co-produce services with people with lived experience of homelessness, trauma, or marginalization.
2. Provide life skills, education, volunteering and employment pathways to support confidence building and independence.
3. Foster peer-led initiatives and community integration programmes.
4. Support digital and financial literacy to reduce exclusion and dependency.

Impact: Builds confidence, independence, and a sense of belonging among those we support.

Alignment:

- ✓ LOIP: “Community empowerment” and “equal opportunities for all.”
- ✓ ACC: “Placemaking with communities” and “supporting a well-managed private rented sector.”
- ✓ SG: “Building the Best Future for Scotland”, Digital Strategy for Scotland, No One Left Behind and Fair Work Action Plan

Strategic Themes and Key Goals | 2025-2030

These themes and goals are designed to meet societal needs and align with the strategic priorities of Aberdeen City Council (ACC), Aberdeen City Health and Social Care Partnership (ACHSCP) and Scottish Government.

NO. 4

COLLABORATION & SYSTEM CHANGE

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Goal: Influence broader systems to create sustainable, long-term solutions.

Key Actions:

1. Participate and, where appropriate, lead in city-wide coalitions (e.g., Homewards, Granite Care Consortium, Aberdeen Task & Activation Partnership) to address systemic issues.
2. Use data and lived experience to influence policy and funding decisions, locally and nationally.
3. Align with Marmot City principles to address social determinants of health and wellbeing.
4. Being the “go to” local organisation for data and comment on societal challenges

Impact: Creates a more supportive ecosystem and drives systemic change for social good.

Alignment:

- ✓ ACHSCP: “Collaborate with partners to optimise joint working.”
- ✓ ACC: “Deliver Local Outcome Improvement Plan (LOIP)” and “support community planning.”
- ✓ SG: “Building the Best Future for Scotland”, Health Equity in Scotland and Open Government Action Plan

NO. 5

FOUNDATIONS FOR SUSTAINABLE SOCIAL CHANGE

Goal: Ensure Aberdeen Cyrenians is a sustainable, resilient organisation capable of delivering long-term impact.

Key Actions:

1. Consolidate and retain existing services while adapting to changing community needs.
2. Ensure full cost recovery for services or implement planned subsidies where appropriate.
3. Identify and pursue growth opportunities that align with mission and capacity.
4. Develop workforce and volunteer capability, including training, wellbeing, and leadership development.
5. Diversify funding through non-government contracts, social investment, and earned income.
6. Enhance organisational reputation with partners, funders, and the public through transparency, impact reporting, and engagement.
7. Invest in infrastructure and digital systems to support service delivery and innovation.
8. Strategically deploy our reserves to support innovation, resilience, and purpose-aligned initiatives.
9. Support research and evaluation that demonstrates our social value and cost avoidance.

Impact: Strengthens organisational resilience, supports staff and volunteer development, and builds trust to enable long-term, purpose-driven impact.

Part 3: How Aberdeen Cyrenians will implement Strategic Plan

Delivery of Strategic Plan

NO. 1

PREVENTION & EARLY
INTERVENTION

INTENSIVE CONTACT
HUB

ASSERTIVE OUTREACH
TENDER
OPPORTUNITY

WELLBEING & ANTI-
SOCIAL BEHAVIOUR
(ASB) INTERVENTIONS

UNDERSTANDING &
RESEARCH

SHARING DATA
INSIGHTS FROM NEW
CRM WITH
STAKEHOLDERS

NO. 2

INTEGRATED HEALTH,
HOUSING, SOCIAL CARE
& EMPLOYABILITY

INTENSIVE CONTACT
HUB &
INTRODUCTION OF
EMPLOYABILITY
ELEMENT

WERNHAM HOUSE (&
POTENTIAL
REPLACEMENT)

GCC/CARE AT HOME

LEAD ORGANISATION
FOR SCOT GOV
UPSTREAM
PREVENTION FUND
(ATAP PROJECT)

NO. 3

EMPOWERMENT &
INCLUSION

INTENSIVE CONTACT
HUB

WERNHAM HOUSE
(& POTENTIAL
REPLACEMENT)

GCC/CARE AT HOME

NO. 4

COLLABORATION &
SYSTEM CHANGE

INTENSIVE CONTACT
HUB

UNDERSTANDING &
RESEARCH

WELLBEING & ASB
INTERVENTIONS

SHARING DATA
INSIGHTS FROM NEW
CRM WITH
STAKEHOLDERS

LEAD ORGANISATION
FOR SCOT GOV
ATAP PROJECT

NO. 5

FOUNDATIONS FOR SUSTAINABLE SOCIAL CHANGE

GCC / CARE AT HOME
UNDERSTANDING & RESEARCH

Delivery of Strategic Plan | Link to City Priorities

Delivery Plan Item	AC Strategic Theme(s)	Social Determinants for Health Link	Contribution to LOIP Outcomes
Intensive Contact Hub	1-4	- Children, Families & Lifelong Learning - Economic Stability - Communities & Housing (Homelessness, Safety & Community, Displaced People, Importance of Housing & Tenant Participation) - Health & Social Care – Adults (Substance Use, Mental Health & Early Intervention)	SO1 – Poverty SO2 – Employment SO9 – Community Justice SO10 – Health & Wellbeing SO11 – Alcohol & Drugs SO12 – Homelessness SO16 – Community Empowerment
Assertive Outreach Tender Opportunity	1	- Communities & Housing (Homelessness, Safety & Community, Displaced People) - Health & Social Care – Adults (Substance Use, Mental Health & Early Intervention)	SO9 – Community Justice SO11 – Alcohol & Drugs SO12 – Homelessness
Wellbeing & ASB interventions	1, 2 & 4	- Economic Stability - Communities & Housing (Homelessness, Safety & Community) - Health & Social Care – Adults (Disease Prevention, Substance Use, Mental Health & Early Intervention)	SO1 – Poverty SO2 – Employment SO9 – Community Justice SO10 – Health & Wellbeing SO11 – Alcohol & Drugs SO12 – Homelessness SO16 – Community Empowerment
Introduction of Employability Element	2	- Children, Families & Lifelong Learning - Economic Stability	SO1 – Poverty SO2 – Employment SO10 – Health & Wellbeing
Wernham House (and potential replacement)	2 & 3	- Communities & Housing (Homelessness, Safety & Community) - Health & Social Care – Adults (Disease Prevention, Substance Use, Mental Health & Early Intervention)	SO9 – Community Justice SO10 – Health & Wellbeing SO11 – Alcohol & Drugs SO12 – Homelessness
GCC/Care @ Home	2, 3 & 5	- Communities & Housing (Housing Shortage) - Health & Social Care – Adults (All Areas)	SO10 – Health & Wellbeing
ATAP Project (Scot Gov funded)	2 & 4	- Children, Families & Lifelong Learning - Economic Stability - Communities & Housing (all areas)	SO1 – Poverty SO2 – Employment SO9 – Community Justice SO10 – Health & Wellbeing SO11 – Alcohol & Drugs SO12 – Homelessness

For Information Only
Key Stakeholder Inputs to
Aberdeen Cyrenians Strategic Plan

Strategic Aims	
Shift our focus towards Prevention and Early Intervention	Modernise our Approach to Service Delivery
Strategic Priorities with examples of associated actions	
Improve Physical and Mental Health ➤ Improve uptake of cancer screening ➤ Improve uptake of immunisations ➤ Increase the number of people engaged with Stay Well Stay Connected ➤ Publish an agreed multi-agency Obesity Action Plan ➤ Publish an agreed multi-agency Public Mental Health Action Plan ➤ Publish an agreed multi-agency Ageing Well Action Plan	Make best use of Resources ➤ Deliver Budget Savings Options for 2025/26 ➤ Identify service specific efficiency plans for operating within budget for 2026/27 onwards ➤ Collaborate with partners across the City to optimise joint working and reduce duplication ➤ Review Market Position Statements to ensure future needs for services and infrastructure are highlighted particularly demand for specialist housing ➤ Work with partners and providers to plan for achieving efficiencies ➤ Continue support for unpaid carers by delivering our Carers Strategy
Reduce Harm ➤ Decrease smoking in pregnancy ➤ Reduce Vaping amongst young people ➤ Reduce harm caused by use of drugs and alcohol ➤ Deliver Suicide Prevention Strategy ➤ Ensure the homes of those with disabilities where appropriate are adapted to suit their needs	Transform Service Delivery ➤ Maximise the use of technology in all services areas and progress the Digital Innovation Programme. ➤ Embed the Grampian Hope Approach in our practice in Aberdeen City ➤ Deliver the Vision for Primary Care ➤ Refresh the Primary Care Improvement Plan ➤ Match care and support provision to current and future need ➤ Refresh Workforce Plan to clearly set out the capability and capacity we will require to meet current and future needs.

Introduction

- Outlines plans to improve housing and address related issues from 2025 to 2030.
- The vision of the LHS is for Aberdeen to have good quality, safe, sustainable, and affordable homes in thriving communities that meet the needs of all its residents.
- Addresses five themes of social determinants of health (as detailed in IJB Strategic Plan summary)

1. Housing and Health

- a) Affordable Housing:** Increasing the supply of affordable housing to reduce poverty and improve health outcomes.
- b) Fuel Poverty:** Addressing fuel poverty by ensuring homes are energy efficient and reducing the number of cold and damp homes.

2. Economic Stability

- a) Job Creation:** Supporting the local economy by creating jobs and ensuring people have stable incomes to afford housing.
- b) Financial Support:** Providing financial inclusion services and initiatives like the Rent Assistance Fund to help people manage housing costs.

3. Communities and Housing

- a) Safe and Secure Homes:** Ensuring homes are safe, secure, and suitable for all, including those with disabilities or special needs.
- b) Integration:** Supporting displaced families and refugees by providing housing and helping them integrate into the community.

4. Neighbourhood and Environment

- a) Green Spaces:** Ensuring access to green spaces and maintaining a healthy environment.
- b) Climate Change:** Addressing climate change impacts by improving housing resilience and reducing carbon emissions.

5. Health and Social Care

- a) Support Services:** Providing housing that supports health and social care needs, including for children, young people, and adults with long-term conditions.
- b) Mental Health:** Addressing mental health issues by ensuring housing stability and reducing overcrowding.

Key Points

Key Points

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6. Homelessness

- a) **Prevention:** Making homelessness rare, brief, and non-recurring by providing early support and suitable housing options.
- b) **Support for Vulnerable Groups:** Ensuring those at risk of homelessness receive the support they need to find and maintain housing.

7. Independent Living

- a) **Adaptations:** Providing housing adaptations to help people live independently for as long as possible.
- b) **Technology:** Using technology to support independent living and improve housing services.

8. Housing Quality and Energy Efficiency

- a) **Standards:** Ensuring all homes meet high quality and energy efficiency standards.
- b) **Investment:** Investing in both new and older homes to improve their condition and energy efficiency.

9. Private Rented Sector

- a) **Support for Landlords and Tenants:** Ensuring the private rented sector is well-managed and provides good quality homes.
- b) **Regulations:** Supporting landlords to meet new regulations and improve housing standards.

Population of Aberdeen impact on Local Housing Strategy

- **Housing for Older People:** There is a need to ensure that housing is suitable for the increasing number of older residents
- **Affordable Housing:** Increasing the supply of affordable housing is crucial to attract new residents and support existing ones
- **Support Services:** Enhanced support services are needed for those with work limitations and other vulnerabilities.

7 Priorities for Action

Adequate supply of housing that meet the varying needs of people of Aberdeen | Placemaking with communities | **Homelessness** | **Promote independent living in communities** | Promote health through housing | Housing quality and energy efficiency | **Supporting a well managed private rented sector**

ACHSCP – Whose needs are they looking to meet?

Displaced Households

Older People
(Care Homes | Amenity,
Sheltered & Very Sheltered
Housing | Independent
Living for Older People)

**People Living with
Disabilities**

Page 42
**Homelessness | Demand
for Temporary
Accommodation |
Support Needs for
Homeless Applicants**



**Aberdeen City
Health & Social Care
Partnership**

A caring partnership

Brain Injury

**People subject to justice
orders including those
who are leaving prison**

Neurological Conditions

**People Living with
Alcohol & Substance Use**

Bariatric Care

ACHSCP | Key Points of the Independent Living & Specialist Housing Market Position Statement (2024-2034)

Context

- **Vision and Commitment:** ACHSCP aims to ensure accommodation provision in Aberdeen meets future demographic needs.
- **Purpose:** Highlight current and future needs for specialist housing in Aberdeen to inform planning and service provision.
- **Main Questions:** What accommodation is currently available, what is needed in the short term, and what is needed in the long term.
- **Focus:** People with long-term health conditions requiring specialist accommodation.

Older People

- **Increasing Demand:** The number of people aged 75+ is projected to increase significantly by 2033.
- **Current Provision:** Includes care homes, amenity housing, sheltered housing, and very sheltered housing.
- **Future Requirements:** Need for more very sheltered housing and independent living models.

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People Living with Disabilities | Brain Injury & Neurological Conditions | Bariatric Care

- **Not applicable to Aberdeen Cyrenians service provision**

People Living with Alcohol & Substance Use

- **Current Provision:** Residential rehabilitation facilities and supported accommodation.
- **Future Requirements:** Continued collaboration to address gaps in provision.

Forensic Mental Health Support

- **Current Provision:** Includes intensive psychiatric care units and forensic rehabilitation wards.
- **Future Requirements:** Need for more community-based supported accommodation.

Justice Social Work

- **Current Provision:** Housing for individuals released from prison on licences or orders.
- **Future Requirements:** Maintaining tenancies to reduce reoffending.

Homelessness

- **Current Provision:** Temporary accommodation and support services.
- **Future Requirements:** Addressing supply gaps and increasing provision of supported accommodation.

Displaced Households

- **Current Provision:** Housing for displaced people and unaccompanied asylum-seeking children.
- **Future Requirements:** Continued support and planning for increasing numbers.

Appendix 2 of the Independent Living and Specialist Housing Provision Market Position Statement (2024-2034) provides a comprehensive summary of the current provision, short-term (up to 2027), medium-term (up to 2030), and long-term (up to 2034) requirements for various types of specialist housing in Aberdeen.

	Current Provision	Short Term (2024-2027)	Medium Term (2027-2030)	Long Term (2030-2034)
Care Homes (includes both Residential Care & Nursing Care)	- Total bed numbers: 1,446 - Total residents: 1,353 - Residents funded by ACHSCP: 1,074 - Out-of-area placements: Approximately 279	- No significant increase in local authority care home funding. - Focus on enabling people to stay in their own homes. - Potential reduction in residential care home placements.	Continued focus on home-based care	Scope for additional independent providers to meet the needs of self-funding residents
Sheltered Housing	- Total units: 2,194 (ACC: 1,873, RSL: 321) - Low demand for multi-storey sheltered properties.	- Reduction in the volume of sheltered housing units. - Focus on very sheltered housing to meet complex needs.	Continued reduction in sheltered housing units	No additional scope for independent provider investment
Very Sheltered Housing	Total units: 280 (ACC: 110, RSL: 170)	- Increase in very sheltered housing units. - Reduction in sheltered housing units.	Continued increase in very sheltered housing units	Scope for additional independent providers
Children & Young People with Lifelong Care & Support Needs - NOT APPLICABLE FOR ABERDEEN CYRENIANS				
Mental Health & Learning Disability	93 mental health care home placements	Growing need for care and support.	Additional resource allocation required	Continued increase in demand
Bariatric Care - NOT APPLICABLE FOR ABERDEEN CYRENIANS				
Substance Use	17 places for alcohol dependence 23 units for drug use funded until 2026	Re-provisioning of alcohol-related accommodation	Continued need for 17 or fewer places	No intention to replace government funding for drug use beyond 2026
Forensic Mental Health Accommodation	42 places at Royal Cornhill Hospital. 29 people on the waiting list.	Need for 38 additional places	Need for 59 additional places	Need for 85 additional places

Appendix 2 of the Independent Living and Specialist Housing Provision Market Position Statement (2024-2034) provides a comprehensive summary of the current provision, short-term (up to 2027), medium-term (up to 2030), and long-term (up to 2034) requirements for various types of specialist housing in Aberdeen.

	Current Provision	Short Term (2024-2027)	Medium Term (2027-2030)	Long Term (2030-2034)
Justice Social Work	50 tenancies per year for people released from prison	Maintain 50 tenancies per year	Continued need for 50 tenancies per year	Continued need for 50 tenancies per year
Homelessness	592 units of temporary accommodation - Support for up to 500 people experiencing homelessness	- Increase in temporary furnished properties. - Addressing a gap of 452 units	Continued increase in temporary accommodation	Continued focus on addressing homelessness

Conclusion

- Page 45
- The summary table in Appendix 2 provides a detailed overview of the current and future requirements for various types of specialist housing in Aberdeen.

It highlights the need for increased provision in areas such as very sheltered housing, specialist accommodation for children and young people with lifelong care needs, mental health and learning disability support, bariatric care, and forensic mental health accommodation.

 - The table also emphasizes the importance of maintaining tenancies for individuals released from prison and addressing homelessness through increased temporary accommodation and support services.

What is it?

- Community Planning is a collaborative approach where public bodies work together with communities to plan and provide better public services. In Aberdeen.
- It includes various partners such as Aberdeen City Council, NHS Grampian, Police Scotland, and local universities, among others
- The Local Outcome Improvement Plan (LOIP) is a strategic document that outlines how Community Planning Aberdeen will improve outcomes for local people and communities.
 - Vision: The LOIP aims to make Aberdeen "a place where all people can prosper" by 2026
 - This means creating equal opportunities for everyone, regardless of their background or circumstances.
 - Goals: The LOIP sets out 16 "stretch outcomes" (goals) across 4 themes: Economy, People, Place & Community Empowerment.
 - These goals are supported by over 100 improvement projects designed to achieve better outcomes for the community.

How does it work and the benefits

- Collaboration: Public service organizations work together to deliver the LOIP, focusing on areas that need the most improvement. The LOIP is reviewed every two to three years to ensure it is making a difference and to adapt to changing needs.
- Locality Partnerships: In areas with poorer outcomes, such as Torry and Tillydrone, Locality Partnerships are established to tackle specific community issues through Locality Plans
- Benefits:
 - Improved Services: By focusing on specific goals and collaborating effectively, the LOIP aims to enhance public services and community wellbeing.
 - Community Involvement: Encourages local residents to participate in the improvement projects, fostering a sense of ownership and engagement.

Key Objectives

- Improving Public Services: By working together, these organizations aim to enhance the quality and efficiency of public services.
- Community Engagement: Ensuring that the voices of local communities are heard and considered in decision-making processes.
- Addressing Local Needs: Focusing on specific issues and needs within the community to improve overall wellbeing
- In summary, the LOIP is a comprehensive plan that brings together various public service organizations to work collaboratively on improving the quality of life for everyone in Aberdeen, with a particular focus on areas that need the most support.

ACC Community Planning | LOIP Themes & Stretch Outcomes



People



Adults



Children & Young People



Stretch Outcomes (SO)

SO 9



Community Justice

SO 9 -
10% fewer adults (over 18) charged with more than one offence by 2026.

SO 10



Health and Wellbeing

SO 10 -
Healthy life expectancy (time lived in good health) is five years longer by 2026.

SO 11



Alcohol and Drugs

SO 11 -
Reduce the rate of both alcohol-related deaths and drug-related deaths by 10% by 2026.

SO 12



Homelessness

SO 12 -
Reduce homelessness by 10% and youth homelessness by 6% by 2026, ensuring it is rare, brief and non-recurring with a longer-term ambition to end homelessness in Aberdeen City.

SO 13



Climate Change

SO 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.

Community Justice Group



Resilient, Included & Supported Group



Alcohol and Drugs Partnership



Homewards Aberdeen Coalition





Stretch Outcomes

SO 1



Poverty

SO 1 -

20% reduction in the percentage of people who report they have been worried they would not have enough food to eat and/ or not be able to heat their home by 2026.

SO 2



Employment

SO 2 -

74% employment rate for Aberdeen City by 2026.

**Aberdeen
Prosperes Group**

**Anti-Poverty
Group**



Stretch Outcomes

SO 13



**Climate
Change**

SO 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.

SO 14



**Sustainable
Travel**

SO 14 -

Increase sustainable travel: 38% of people walking; 5% of people cycling and wheeling as the main mode of travel and a 5% reduction in car miles by 2026.

**Sustainable City
Group**

SO 15



**Nature and
Safe Spaces**

SO 15 -

26% of Aberdeen's area will be protected and/or managed for nature and 60% of people report they feel that spaces and buildings are well cared for by 2026.

Stretch Outcome

SO16



**Community
Empowerment**

SO16 -

50% of people report they feel able to participate in decisions that help change things for the better by 2026.

**Community
Empowerment
Group**



What is it?

- Community Planning Aberdeen partners are refreshing a range of plans and strategies which aim to improve Aberdeen
- This single engagement gives everyone the chance to share their view and to shape multiple local plans and strategies at once.
- This includes the **Local Housing Strategy, Integrated Joint Board Strategic Plan**, Community Learning and Development Plan, Visitor Levy, Local Development Plan, Children's Services Plan and the next **Local Outcome Improvement Plan** and Locality Plans

How does it work

- The engagement looks at 14 themes, each focussed on one aspect of life in Aberdeen.
- These are the 14 themes from the Scottish Place Standard tool, which is used across Scotland to have conversations with people about the place where they live. It helps identify the strengths of the place and where improvements may be needed.



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Progress Report	Community Learning and Development Strategic plan 2025-2030
Lead Officer	Eleanor Sheppard
Report Author	Margaret Stewart
Date of Report	28 July 2025
Governance Group	CPA Management Group – 13 August 2025

Purpose of the Report

The purpose of this report is to share a draft proposed Community Learning and Development Plan for 2025-30.

Summary of Key Information

1 BACKGROUND

- 1.1 The Scottish Government Strategic Guidance for Community Planning Partnerships places a number of obligations on Community Planning Partnerships and Local Authorities in respect of Community Learning and Development (CLD) including the establishment of 3 yearly Community Learning and Development Plans.
- 1.2 In 2024 in anticipation of **Learning: For All. For Life. A report from the Independent Review of Community Learning and Development** and it's recommendations, national timescales were relaxed. Aberdeen City Council complied with national guidance and presented an Interim one year Plan to the CPA board in September 2024. An evaluation of progress against the Interim Plan is available in Appendix A.
- 1.3 The responsibility for meeting The Requirements for Community Learning and Development (Scotland) Regulations (2013) rests with the Local Authority as a whole. Within Aberdeen City Council Community Learning and Development sit within the Education and Lifelong Learning Cluster.
- 1.4 Local authorities cannot meet the requirements of the CLD Regulations without engaging with other partners, learners and community groups and organisations. Such engagement is carried out in accordance with [CLD values and principles](#). As a result, work to develop and evaluate progress is undertaken in partnership with a range of others. A recent 2024 progress visit by HMLe suggested that partnership delivery and evaluation could be further strengthened, this plan exemplifies the involvement of communities and CLD partners in identifying priorities and developing outcomes based on need.

- 1.5 The provision of effective CLD can have benefits well beyond Education and Lifelong Learning, reaching housing tenants, those being supported through Asylum and Dispersal schemes and also those being supported by social work services. As a result, consideration has been given to how the CLD Plan can better align with related strategies and Plans, such as the recently approved Aberdeen City Health and Social Care Plan and Local Housing Strategy being presented during this cycle. A common format has been used to guide greater cohesion across Strategies and Strategic Plans.
- 1.6 Consideration has also guided the development of a 5 year high level Plan to ensure that partners plan and evaluate over the longer term, it is thought that taking this approach will better help fully meet the HMle recommendation and make best use of partner time.
- 1.7 To ensure that the Plan remains sufficiently agile to respond to emerging needs and published Strategies (such as the Local Outcome Improvement Plan in 2026), this 5 year Plan will be supported by yearly evaluation and yearly Implementation Plans. Taking this approach will help CLD services be more responsive to emerging evidence and ensure that key learning coming through the development of other Plans and Strategies can be taken into account to ensure cohesion.

2 The Plan

- 2.1 A clear summary of findings is outlined within the proposed CLD Plan (Appendix B). In addition to exploring needs through the social determinants, consideration has been given to the complexity of need experienced by some learners who engage with services and partners. Exploring needs through a range of 'personas' has helped Officers shape a Plan which is better designed to mitigate some of the risks that result from complexity. As a result of the changes made in the approach, the draft CLD Plan is firmly focussed on the needs of the people and what this means for CLD Services.
- 2.2 Our ambition is for Aberdeen to be "a place where all people can prosper, regardless of their background." At the heart of this, is a commitment to tackling poverty and inequality and supporting the city's people to live healthy lives.
- 2.3 To ensure that this CLD Plan helps to address health inequalities, we have taken the time to reflect on what we know about our citizens and what can be learned from published research to ensure that the proposed CLD Plan helps tackle inequality and improve the health of our citizens.
- 2.4 Our exploration has been structured under the five themes of the social determinants of health:
- Education & Lifelong Learning;
 - Economic Stability;
 - Communities & Housing;
 - Neighbourhood & Environment; and
 - Health & Social Care.

2.5 A clear summary of findings is outlined within the proposed CLD Plan (Appendix B). In addition to exploring needs through the social determinants, consideration has been given to the complexity of need experienced by some learners who engage with services and partners. Exploring needs through a range of 'personas' has helped Officers shape a Plan which is better designed to mitigate some of the risks that result from complexity. As a result of the changes made in the approach, the draft CLD Plan is firmly focussed on the needs of the people and what this means for CLD Services.

Recommendations for Action

It is recommended that members of the CPA Management Group:

- i) Agree to submit the draft proposed Community Learning and Development Plan for 2025-30 to the CPA Board in September 2025 for approval

Opportunities and Risks

The Aberdeen City Local Outcome Improvement Plan and underpinning North, South and Central Locality Plans set out a vision for Aberdeen as 'a place where all people can prosper'. The Community Learning and Development (CLD) plan supports the delivery of this vision and delivery of the plans by providing a framework for greater collaborative working amongst organisations directly and indirectly delivering CLD services in Aberdeen. The plan is intended to be dynamic and flexible, responding and adapting to emerging needs and priorities.

Consultation

Aberdeen CLD partners
Aberdeen CLD Strategic Partnership
Community Empowerment group
Engagement with citizens through Your Place, Your Plans, Your Future informed the CLD plan.

Background Papers

[Learning changes lives for the better – CLD Plan 2024-2025](#)

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**Community
Planning
Aberdeen**



Community Learning and Development Plan 2025-2030

Transforming lives by supporting individuals and families to overcome barriers, build skills, and contribute confidently to their communities.



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Forward

The Aberdeen City Partnership Community Learning and Development (CLD) Plan for 2025-2030 has been developed in partnership with key stakeholders, including the local authority CLD Service, voluntary organisations, community groups and those who live in our communities. Taking this approach has helped ensure it outlines a cohesive partnership approach to community development over the next few years that maximises the impact of available resources to enhance the educational, social, and economic outcomes of those who face the greatest disadvantage.

In alignment with national legislation and guidance, this plan prioritises the principles of equity, inclusion, and lifelong learning. It is informed by the Community Empowerment (Scotland) Act 2015, which emphasises the importance of community participation and empowerment in decision-making processes. Additionally, the plan adheres to the guidance provided by the Scottish Government's National Performance Framework, which outlines the key outcomes for improving the wellbeing of individuals and communities across Scotland. Our CLD plan is also guided by the principles of the United Nations Convention on the Rights of the Child (UNCRC), ensuring that rights and needs are at the forefront of our efforts.

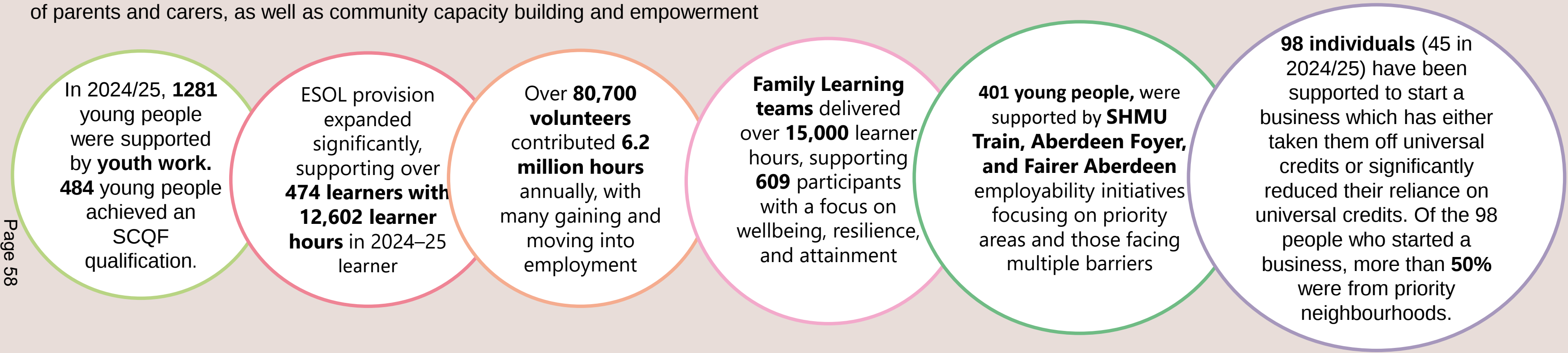
We are committed to taking account of the wider social determinants of health in our work in order to reduce inequalities in the longer term and promote sustainable development. Our plan has benefited from challenge from the Institute of Health Equity to help us better design targeted interventions aligned with the principles of proportionate universalism. We anticipate that this challenge will help us better address the significant inequality felt by some in our city to better level the playing field.

Rather than following the usual 3-year cycle, this Plan has been established to direct our shared work over the next 5 years. Amending timescales has enabled the closer alignment of the CLD Plan with other key strategies and plans that impact on those who face inequality, such as the Local Housing Strategy, the Aberdeen City Health and Social Care Plan and the developing Local Outcome Improvement Plan. The environment we are currently operating in is uncertain and constantly changing, with key strategies and plans due to be published over the coming years. As a result, we have only developed a detailed Delivery Plan for 2025-26. Partners have committed to developing a yearly Delivery Plan based on self evaluation evidence and emerging learning from other key strategies. Shared and holistic planning and evaluation by Community Planning and CLD Partners will be central to the success of the Plan.

**Margaret Stewart, Chair of Aberdeen CLD Strategic Partnership
and Michelle Crombie, Chair of Community Empowerment Group**

Current Service Delivery

Community Learning and Development Services, via Community Planning Aberdeen, provide a range of enabling support to individuals of all ages across our communities. This includes the provision of youth work in both the community and in school settings, a range of adult learning programmes including those commissioned to support positive mental health and promote language learning, programmes and events designed to boost the knowledge, understanding and skills of parents and carers, as well as community capacity building and empowerment



There are however currently several challenges for our service delivery

- The Community Learning and Development partnership do not have a shared self-evaluation framework based on agreed shared measures. This prevents all partners from coming together to assess the strength of the CLD offer.
- Community Learning Partners have not always been consistently represented within governance arrangements. As a result, opportunities have been missed to benefit from the valuable expertise they bring to shared decision-making.
- Many other Strategic Plans detail a desire to move to more participatory decision making and co-design. This presents a significant opportunity to upskill the CLD partnership workforce in best practice.
- Financial resources are finite and in real terms diminishing. There is a need to maximise the use of available resources across the Partnership by being more targeted and aligned in approach in order to remain sustainable.

Actions carried forward from the 2024 CLD Plan

In addition to considering the presenting needs across our communities to help shape our Partnership CLD Plan for 2025-30, time has been invested undertaking a final evaluation of the last Plan. Undertaking this evaluation has shown the need to continue moving some areas forward. These areas will be included in our 2025/30 Plan.

Youth work themes	Next steps
Across all youth work themes	Improve data collection and analysis to more effectively target resources
Employability & Positive Destinations	Monitor and evaluate the outcomes of the St Machar pilot project and establish an evaluation framework for Edge of Care pilots. Scale successful programmes
Mental & Physical Wellbeing:	Collect more consistent quantitative data (e.g. SIMD, ASN, protected characteristics)
Family Wellbeing Hubs	Review resource allocation and working methods to maximise impact
Accreditation	Increase Youth Awards uptake in SIMD 1 & 2 areas and expand training
Adult and Family Learning themes	Next steps
Family Support Model	Further develop city-wide CLD partner contributions and explore commissioned services
Reducing reoffending	Use data analysis to evidence impact and track learner pathways
ESOL demand	Respond to increased demand with diversified offers and increased tutor capacity
Learner Voice	Continue to gather and act on learner feedback to shape provision
Literacy for Life Plan	Promote the plan and test initiatives like joint training and ESOL support for families with early years children

Community Development themes	Next steps
Measuring impact	Develop actions to better demonstrate the impact of CLD interventions
Workforce development	Co-create a consistent, accessible training offer with partners and communities
Community Enterprises and Asset Transfer	Develop clear pathways and actions to support these initiatives
Inclusive participation	Broaden engagement to include those with lived experience of inequality
Health inequalities	Continue creative, community led approaches to tackle health inequalities
Agency and co-production	Support people with lived experience to shape services and priorities
Governance and planning	Next steps
	•Increase learner and community representation in strategic planning •Embed shared self-evaluation and consistent data sharing across partners •Ensure that CLD stakeholder consultation continues to inform the CLD 2025-30 plan

Aberdeen Context

Our shared ambition is for Aberdeen to be “***a place where all people can prosper regardless of their background.***” At the heart of this is a commitment to tackling poverty and inequality and supporting the city’s people to live healthy lives.

Through an understanding of the needs of the city and its people, as well as the services and interventions that are provided, the Council’s suite of strategies and strategic plans aims to identify the things that will bring benefit to people and commit to evidence based and effective future actions.

The focus for our strategies and actions is on improving outcomes across five themes of the social determinants of health:

- Education & Lifelong Learning**
- Economic Stability**
- Communities & Housing**
- Neighbourhood & Environment**
- Health & Social Care**

The population of Aberdeen City is estimated to be 227,750 (4.1% of Scotland’s population). The overall population had been declining from 2015 to 2023, primarily due to a falling birth rate and fluctuating net migration. In the coming years, Aberdeen is projected to have fewer people of working age and will see a rise in the number of older people, particularly those over 75.

A falling and ageing population poses a number of challenges to an area and can lead to a cycle of economic decline. It can also increase pressure on public services by reducing the overall tax base, whilst increasing the need to provide services and care, specifically for children and older people. Given that the falling birth rate has been a reality for a number of years, if the city’s population is to be sustained, or grow in the short and medium term, this must be driven by migration; by attracting people to and keeping them in the city. Like many other areas, a growing number of people in the city are recorded as having a limitation to work, exacerbating the balance between those in work, and those who are not.

Living healthy lives is also a critical issue for the affordability of services. The Scottish Fiscal Commission highlighted in April 2025 the extent to which population health affects the sustainability of public finances. The Commission anticipate that the Scottish Government will face significant challenges funding devolved public services in the future. However, if improvements in population health can be achieved, pressure on health-related spending may be reduced in the future. Our focus, therefore, must be to ensure Aberdeen is a place where people want to come to live and work, and to support the people who do live here to play a full social and economic part in the city’s future in collaboration with Community Learning and Development partners.

Wider Social Determinants of Health

The social determinants of health contribute to the unfair and avoidable differences in outcomes seen across our city. To ensure that Aberdeen Community Learning and Development (CLD) Plan 2025-30 helps to address health inequalities, we have taken the time to reflect on what we know from published research, including from our published [Population Needs Assessment](#). Taking this approach has helped us identify areas of focus for the Aberdeen CLD Plan to ensure that it is firmly focussed on tackling inequality.



Social Determinants

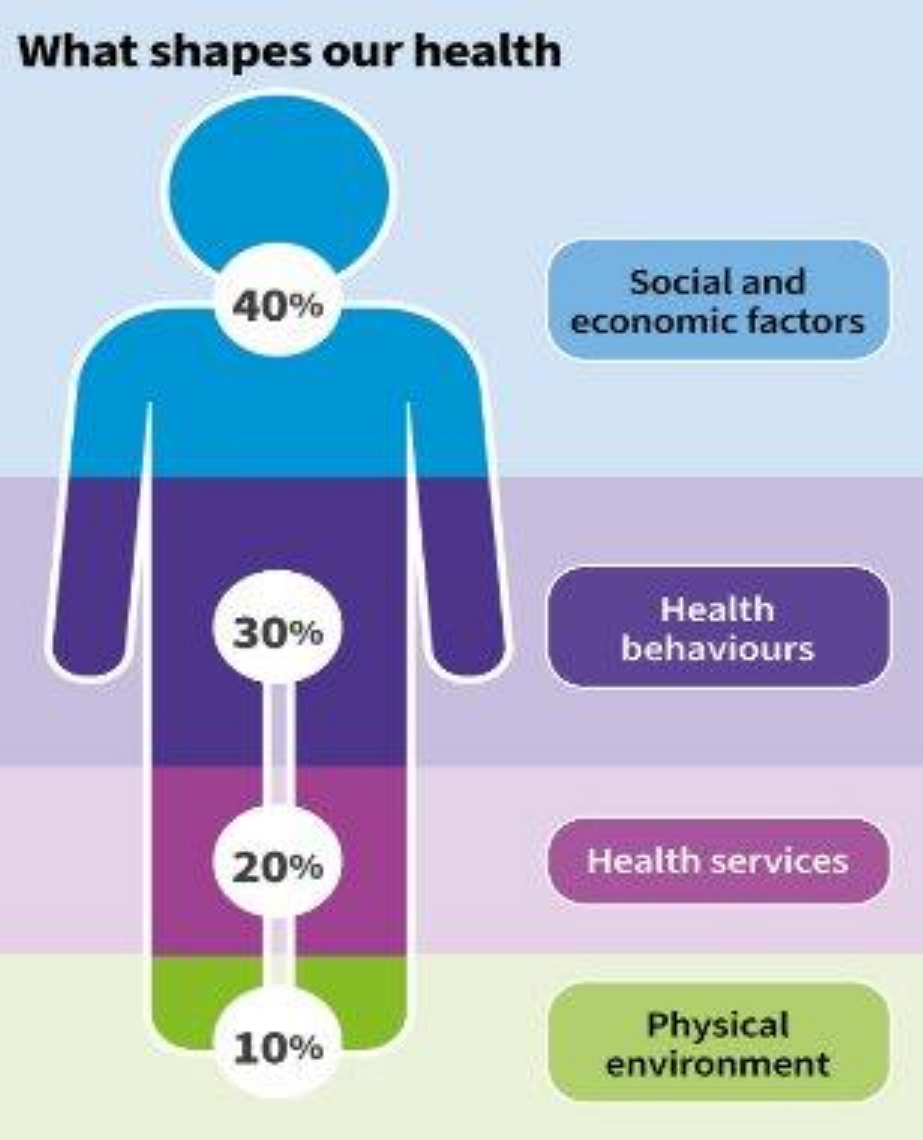
Children, Families & Lifelong Learning

Economic Stability

Communities & Housing

Neighbourhood & Environment

Health & Social Care



Children, Families and Lifelong Learning

It is clear that the life circumstances of children affect their educational attainment, and that educational inequality can lead to inequalities of health and wellbeing in early adulthood and beyond. As such, the life circumstances of parents and carers directly impact on children and young people. We must continue to challenge ourselves to take a whole family approach by working closely with others to help swiftly address risks to family wellbeing.

In Aberdeen there is evidence of increased numbers of children living in poverty; having a disability; with additional support needs; and entering school with at least one developmental concern. There are also a small number of young people in our schools who are at risk of disengaging with education due to being trauma experienced. There is a need for us to understand what will make the biggest difference to individuals by co-designing with those most in need of our support.

Whilst attainment and mental health outcomes show a positive trend across a range of measures, the most striking data feature is the impact of family affluence/deprivation on children's experiences and outcomes, including educational attainment, positive destinations and mental and physical health. In 2024, participation rates for 16–19-year-olds in education, employment or training were lower for those in the 20% most deprived areas (83.5%) than for those in the 20% least deprived areas (95.9%) There is a need to develop more impactful approaches to offering multi-agency support to families facing adversity through our [Family Support Model](#). Shared data and planning will be important in order to ensure we maximise the impact of resources.

Aberdeen continues to welcome many families and people from around the world and needs to ensure that they are well placed to access employment opportunities. Those seeking refuge in the city will continue to require essential support, including accommodation, and help into training and employment to enable them to join the labour market. Learning English can help people integrate into their new communities, impact positively on the type of work they will be able to do and their ability to engage with service providers, including health services, teachers, housing officers, employers etc. Access to support to learn English will continue to be important.

The Aberdeen CLD Plan has a key role in helping ensure that:

- Families with children can access appropriate learning opportunities and multi-agency whole family support (including financial support and help to address food insecurity).
- Young people at risk of disengaging from education/ at risk of poor outcomes are supported to find a positive pathway into a positive destination.
- People, at every stage in life, have the opportunity and means to develop the skills, knowledge, values and attributes to fulfil their potential and to make a meaningful contribution to society.
- There is adequate provision of accessible and accurate information to help young people and families sustain positive lifestyles.
- Resettled families can access language learning and community integration opportunities and the learning needs of those seeking refuge in the city are planned for.

Economic Stability

A healthy economy is inextricably linked to the health and wellbeing of a population. Simply put, people who experience economic inequalities have poorer health and wellbeing. It is essential that there is a local economy that can help people and families maintain the types of financial security to put food on the table, pay their housing costs, and to afford the other necessities of everyday life. To prevent loss of health and wellbeing we must continue to address the economic inequalities evident across the city and support financial security. The accessibility of financial inclusion services will continue to be important, as will the utilisation of initiatives such as Aberdeen City Council's [Rent Assistance Fund](#) and Community Planning Aberdeen's test of change for [Cash First](#).

One in seven households in Aberdeen has no one working within them, which equates to 13,700 workless households, but households with low income, or likely to be experiencing financial instability, are also important. Data highlights that economic inactivity for people from ethnic minorities is more pronounced and this must be addressed. There is a need for CLD Partners to continue to work to identify and support the readiness and skills development required to enable all groups to equally enter the labour market, by utilising co-design approaches with identified vulnerable groups and having a clear understanding of the data.

The estimated unemployment rate in the city in June 2024 was 4.4%, which is above the Scottish level of 3.5%, whilst the number of people claiming unemployment-related benefits matched the Scotland figure. It is estimated that 3 out of 5 (57%) households experiencing relative poverty will be within working households. Households with a low income are of considerable concern, not least the 12% of such households where some 3,600 children aged 15 years and under reside given all we know about child poverty outcomes. As a result, supporting these households through employability and wider supports is a key priority for this CLD Plan. Place based approaches to reducing inequalities over time must remain a priority, seeking to reduce both the absolute and relative inequalities across the City.

Aberdeen is experiencing an economic transition toward a low-carbon economy. Energy remains a key component in this but there are other growth and volume sectors. It is important to ensure that employability programmes reflect emerging opportunities and are fully aligned to the [Regional Economic Strategy](#) (RES). There is also a need for CLD Partners to fully understand and target activity around those furthest from the labour market.

The **Aberdeen CLD plan** has a key role in ensuring:

- Those facing financial instability are guided to sustainable food and fuel support, employment training, and financial inclusion services that are based on the lived experience of those who need us most.
- Young people are supported into positive destination programmes aligned with growth and volume sectors that help them feel more confident, learn new skills and get ready for work.
- People and communities, particularly those furthest from the labour market, are supported to benefit from new jobs outlined in the RES, so no one is left behind.
- That vulnerable groups are known, for example ethnic minorities, individuals living with a disability, people living with trauma, planned for and carefully tracked in order to address child poverty

Communities & Housing

Feeling safe within your home, your place and your community are important factors in wellbeing, so too are low levels of crime and anti-social behaviour. An ability to participate within one's community is a key element in creating and maintaining wellbeing as those with agency tend to have better mental health and wellbeing. Community Learning and Development services will play a significant role in helping develop agency through our Future Libraries Model in order to strengthen the mental health and resilience of those living in the city.

Along with other local authorities across the UK, Aberdeen has strived to meet the challenges presented by the rapid influx of displaced people seeking support and refuge, and is currently home to around 2,000 displaced people, which is a ten-fold increase in arrivals over the last 3 years. Resettled families can face isolation on arrival to the UK. Such isolation can be reinforced by language barriers and varying cultural perceptions of appropriate interactions. CLD partners play a key role in helping those seeking refuge to develop language skills to enable inclusion and build social connections to support integration into local communities. Partners are also key to helping those seeking refuge to engage and connect with others who share the same language and culture.

Two Community Empowerment editions of the City Voice in June 2023 (City Voice 47) and December 2024 (City Voice 52) asked panellists about current involvement and empowerment in their communities. The mean scores in this section were consistently lower than other sections with concerns raised about the effectiveness of participation and of participation structures leading to some community members reported not feeling listened to. Through our use of the [Scottish Place Standard Tool](#) (SPST), the Your Place, Your Plans, Your Future engagement of 2025 highlighted that there are differing feelings about community across the city depending on Scottish Index of Multiple Deprivation ([SIMD](#)). Those living in SIMD 1 identify community as an issue, with scoring also raising concerns about their sense of influence and control, which scored low across all SIMD quintiles but is notably lower in communities in SIMD 1. This suggests that we need a different relationship with communities predominantly housing those living in SIMD1.

Aberdeen Council of Voluntary Organisations (ACVO) reports that there are over 80,700 volunteers in Aberdeen who regularly give their time in support of local communities, contributing an incredible 6.2 million hours of help every year, making a positive difference to all aspects of life, people and communities across our city . Aberdeen Council of Voluntary Organisations logged 10,882 volunteer interactions during the year. Youth volunteering is a great strength in Aberdeen, with 3,129 young people (age 12-25 years) undertaking Saltire Awards for volunteering (locality breakdown: Central: 787, North: 1397 and South: 945 people). There are challenges both locally and nationally in sustaining volunteering levels, particularly due to the impact of the ongoing cost of living crisis and additional pressures voluntary and community groups face. CLD partners have a key role in helping to sustain levels of volunteering.

Communities & Housing cont.

[The Community Safety Partnership](#) (CSP) in Aberdeen City operates through a structured framework of thematic groups, each focusing on specific areas of community safety, in order to help address the feelings of being unsafe felt by members of the community. Thematic groups work collaboratively to address various issues, develop strategies, and implement interventions to enhance safety and well-being in the community.

Every opportunity for joined-up working and for information to be shared is taken, with youth work playing a considerable role in sharing the best approaches and linking individuals into existing youth work provisions.

[Priority Neighbourhood Partnerships \(PNPs\) and Locality Empowerment Groups \(LEGs\)](#) work collaboratively to develop and implement actions that address community priorities outlined in Aberdeen's three [Locality Plans](#), as well as respond to emerging local issues. These plans are developed following extensive community consultations, including initiatives such as *Your Place, Your Plans*, *Your Future*, ensuring that local voices shape the direction of change. The groups consist of local residents and partner organisations, fostering strong partnerships and shared decision-making. PNPs specifically focus on identified Priority Neighbourhoods across the city and are chaired by community members, with agendas set by community representatives. Their work involves creating plans aimed at improving conditions within their communities, with the belief that involving local people in both the development and delivery of these plans offers the greatest potential for meaningful and lasting change.

The **Aberdeen CLD Plan** has a key role in helping build healthy and sustainable places and communities by:

- Helping to shift our relationship with those living in SIMD 1, including by building agency through our Future Libraries Model
- Ensuring that communities take decisions that affect their lives and communities, and that our participation structures are representative of the communities being served
- Supporting community organisations to effectively respond to and address local issues
- Supporting communities to use the assets in their communities to develop skills and responses to poverty and inequalities, including through the use of volunteers
- Driving multi-agency working to offer more preventative support, and early help with complex issues through the emerging model of Family Support.
- Measuring the impact of our collective work, to help prioritise our allocation of resources and next steps
- Empowering communities through volunteering, participatory budgeting, and local action groups, helping to build stronger, more connected communities.

Neighbourhood and environment

We know now that where we live, where we work, and where we spend our time has an important influence on our health and wellbeing. The design, development and maintenance of a place is important in promoting good health and sustaining wellbeing for individuals, families, and communities.

For good health and wellbeing, people need to be able to access a green space within 300m of their home, and Aberdeen City Council has a key role in ensuring access to greenspaces and woodland, and in protecting the quality of local blue spaces (water and river sides). CLD can play a key role in helping citizens experience the benefits of being in local greenspace.

The natural environment, sustainability and climate change also do, and increasingly will, impact on life in the city. Direct effects associated with climate change include increased mortality and ill-health associated with excess heat and cold, and loss associated with flooding and damage to properties. Climate change is also likely to exacerbate inequalities associated with air pollution, access to greenspaces, fuel, and food poverty. We know, for example, that the number of children hospitalised due to asthma is increasing locally and is at odds with a declining national trend. There is a role for CLD in helping our communities take action to address climate change.

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A survey of children and young people, aligned to the Place Standard Tool indicators, asked about the same 14 themes included in the Scottish Place Standard Tool. The themes with the highest proportion of 'Not Good' responses were facilities and services (35.2%), play and recreation (34.7%) and care and maintenance (33.7%) which shows that over a third of respondents chose these options as areas for improvement. In addition, the [Play Sufficiency Assessment](#), compiled to support the development of the next Local Development Plan, shows that play is not equally accessible. There will be key role for CLD partners in shaping how these findings are addressed.

We know that place-based approaches can improve the quality of community and neighbourhoods and support the health and wellbeing of communities. Quality placemaking has been at the core of planning in Aberdeen for a number of years. All developments must ensure high standards of design, with biodiverse open space, sustainable transport options and a distinctive sense of place. there is a key role for Community Development partners in supporting local people in decision making about the places that they live in to allow us to shape communities in a way that people want.

The **Aberdeen CLD Plan** has a key role in ensuring:

- That communities are empowered to address climate change
- Promoting access to green spaces to support learning, physical and mental wellbeing (including play)
- Supporting community members to take ownership and management of green spaces and food growing projects in order to shape their environment.
- A continued focus on improving life chances and developing resilient and influential communities in place planning.

Health & Social Care (Children and Young People)

Giving every child the best start in life and ensuring they are supported as they grow into adults is essential in creating good population health and wellbeing throughout life. Children who are born into families impacted by deprivation are at a higher risk of suffering from health inequalities. There is a need for our provision to prioritise those who need us most to address this health inequality.

Challenges exist during the period from before birth to the start of school, including maternal drug and alcohol use, and smoking at the beginning of pregnancy which remains around 1 in 8 pregnancies. Premature births in Aberdeen are similar to the levels seen in Scotland and overall, 85% of children are born at a healthy weight. Rates of pre-school immunisation by 24 months remain below the national target. There is a key role for community partners in helping to address this low uptake of immunisations and working with others groups across the city, for example the Alcohol and Drugs Partnership, to support our citizens address some of the challenges they face.

As for many other issues, the physical health of school age children, including healthy weight, physical activity, oral health, and early pregnancies varies across communities. Outcomes are largely determined by levels of deprivation signalling a need to review how good health is supported at community level. The Future Libraries Model focus on health at community level will be important in addressing these issues.

Variation is also clear in the self-reported mental health and wellbeing of school-age children. Of primary 6 & 7 pupils surveyed, whilst, on the whole they feel that they are healthy and that this is improving, affluence within the family is clearly a factor, as the more affluent the family, the more likely the child reported being healthy and self-confident. Resources must be prioritised to help address this inequality wherever possible.

We know that some groups are more likely to experience childhood adversity including those from ethnic minorities, those with a disability, and those who are care experienced. The health outcomes for these groups remain persistently below those of their peers. There is a key role for Community Learning Partners in understanding the groups who face most adversity and working together to address inequality and monitor.



Health & Social Care (Adults)

For both women and men, healthy life expectancy is declining in the city. People living in more deprived areas have shorter lives and are more likely to live with poorer health for longer. 1 in 4 adults describe themselves as having a limiting, long-term illness. As we get older, we tend to need more health and social care support, and the support of dependants to help us manage long-term conditions or diseases. Preventing disease progression and encouraging the adoption of healthier behaviours are important elements for improving health outcomes and this must be a focus of our Future Libraries Model.

Over half of the deaths in Aberdeen City in 2022 were associated with cancers and circulatory diseases, for which smoking, having obesity or a higher weight, and physical inactivity are known risk factors. It is clear that there is still work to be done in promoting healthier lifestyles, and this will be progressed through our Future Libraries Model.

Whilst the rates at which people are being admitted to hospital due to alcohol and the rate of alcohol-related deaths has been declining or has been relatively stable over the last few years, the drug-related death rate has increased substantially. Continuing to reduce the serious consequences of alcohol and drug use remains a priority which will result in improved health outcomes for those affected, meaning that we now need to look far more holistically at how best to support our citizens to overcome the many different challenges they face by taking a family centric approach to the delivery of services through close working with others such as the Alcohol and Drugs Partnership.

Data suggests that more people are being prescribed drugs for anxiety and depression than ten years ago, though the rate of people being in hospital for mental illness has fallen. Deaths from suicides have risen and the effects of the cost-of-living crisis suggest that mental health and wellbeing may further deteriorate in the near future. Early intervention should be a focus, addressing, for example, the number of people feeling socially isolated in our communities. It will be important to integrate our Future Libraries Model with our Aberdeen CLD Plan.

We know that financial, spatial and relational factors are associated with housing insecurity and mental health. We also know that overcrowded homes can be associated with stress, anxiety and the spread of respiratory illness. It would be helpful to ensure that our tenant participation structures, as outlined in our Local Housing Strategy, are able to take advantage of the expertise available from Community Learning and Development staff.

The **Aberdeen CLD Plan** has a key role in ensuring:

- Good quality, community learning and development aligned to our Future Libraries Model leads to improved health outcomes for the people of Aberdeen.
- Opportunities for prevention and early intervention are maximised, for example by collaborating to increase uptake of immunisations.
- Aligning work to support healthy behaviours and a sense of community and belonging through our Future Libraries Model.
- Continuing to work with partners to ensure access to education and employment, and opportunities for connection are available for New Aberdonians.
- Knowing our vulnerable groups and working with partners, including the Alcohol and Drugs partnership, to address the issues those groups face
- Prioritising our use of resources to support those who need us most,
- Supporting other services, such as Housing Services, to develop high quality participation structures.

Learner Stories

Those facing the greatest disadvantage often experience challenges across multiple social factors. The Aberdeen CLD Plan must recognise this complexity, as greater need is often linked to poorer health and wellbeing outcomes. To support the plan’s development, a range of personas were co-created with CLD learners. While grounded in real lived experiences, these personas have been blended to ensure anonymity. Each persona draws on shared themes from multiple stories, helping to highlight real challenges and support more empathetic, informed planning.



Elena is a single parent of 3 children, one of whom has additional support needs

About Edith...

- She experiences depression and anxiety due to her previous experience with domestic abuse and addiction and is currently seeking support for her own experience of neurodivergence.
- She is academic and took a career break to be a mum to her children. She loves them and describes them as being her whole world and feels now she is ready to give some time to herself.
- She has limited family and friendship support but has engaged in some self-care and confidence building courses with Family Learning and this has given her the confidence to engage with counselling sessions.

What has Elena already achieved?

- She attends groups with Family Learning and engages well with 1-1 support with her worker.
- She has pushed herself out her comfort zone to try new activities and research new opportunities such as volunteering.
- She is managing a difficult co-parenting relationship with her abusive ex.

What would Elena like to achieve?

- She wants to feel less isolated as she often overthinks when at home alone and when the children go to bed.
- She wants to be able to meet all her children’s needs while advocating for her ASN child.
- She would like to meet like-minded people, make new friends and maybe even a new relationship.
- She would like to build new skills to help her support her family. She is looking for a safe non-judgmental space to make positive changes to her life.



Linda is a mother to children with additional support needs

About Linda...

- She is 42, and a mother of five children aged between 7-24. She lives with her husband and 4 of the youngest children and their dog. She doesn’t work due to chronic back pain, but her husband works 2 full jobs.
- Her youngest daughter has recently been diagnosed with ADHD and is struggling in school and at home with behaviour and emotional regulation. Her middle daughter is being assessed for Autism, her youngest son has ADHD traits but has not received a diagnosis and her eldest son is looking into a private diagnosis for ADHD.
- She is struggling to manage the needs of all of her children, which vary massively, with her own chronic daily pain and frustrations of being unable to be a physically fit and active parent. Herself and her husband want to be able to support their children individually and also be able to regain the family time they very much need.

What has Linda already achieved?

- Through her own research and by taking part in family learning courses she has;
- She has gained a better understanding of ADHD, the nervous system and the impact it has on behaviour.
- She has learnt techniques to deal with challenging behaviour and diffuse situations.
- She has a new awareness of sensory tools that can help regulation.

What would Linda like to achieve?

- Stability within school for the children to receive the best education they can.
- To be able to reintroduce family days out.
- Establish better routines at home which support the children’s needs.



Adam is a Christmas Leaver looking for a job

About Adam...

- He is in S4. His education has been disrupted by family bereavement and trauma. His attendance since S1 has been just above 65 per cent, he does not enjoy school and when he does go, he just wants to muck about with his mates.
- He lives with his mother and older sibling. Mum has 2 jobs but they still struggle financially.
- He gets on well with his mum and older sibling. They are a supportive family unit who look out for each other
- He has recently been diagnosed with ADHD.
- He can be easily influenced by older peers and there are concerns for his future when he leaves school.

What has Adam already achieved?

- Adam is academically capable, but much prefers practical subjects where he can use his hands. He would like a job where he can work outdoors without anyone telling him what to do. He hates the thought of working in an office, and doesn't want to go on to college
- He is engaging well with a youth worker twice a week to find a positive pathway.
- Adam can be caring and thoughtful. He can reflect on his behaviour and explain why he behaves the way he sometimes does. He was involved for a while with AFC community trust which he enjoyed.

What would Adam like to achieve?

- Adam would like to leave school as soon as he is legally entitled to and start earning money.
- He knows that to earn money and get a good job will be difficult without qualifications, going to college or getting an apprenticeship.
- With the support of his youth worker, Adam is hoping to access a post school community-based employability programme.



Sara, 13, is struggling with school

About Sarah...

- She lives with her Mum and younger sister. Mum has health issues which sometimes limits what she can do. Sarah worries about her Mum.
- Sarah didn't attend primary school for the majority of P7. She is now in S1, and her attendance rate is 54%. School is concerned that Sarah is losing a lot of learning, and she is beginning to fall behind academically.
- Mum struggles to get Sarah up and to school. Mum is concerned that Sarah is staying up all night on her phone and is worried who she is communicating with.

What has Sara already achieved?

- She describes herself as kind and funny. She describes her likes as sleeping and her dislikes as getting up in the morning.
- She loves her dog who she takes on long walks every day. She loves animals and describes herself as being a very caring person. She has thought about volunteering at an animal charity.
- She does not live with her dad, but she has a very good relationship with him. She also has a very good relationship with her grandad whom she visits regularly.

What would Sara like to achieve?

- She has said that she would like to be a hairdresser when she leaves school.
- She would like her Mum's health to improve.
- She would like to own her own business and be rich.
- She understands that she will need to improve her attendance at school and get the qualifications she needs to go to college.



Alison, 31, is an Adult Learner

About Alison...

- She is married with 2 children aged 5 and 7. She is unemployed, but her partner works full-time. The family live in a small 2-bedroom flat.
- She has some additional support needs and has poor literacy skills. She had poor attendance at school. She can use her mobile phone but has a low level of ICT skills. She has very few formal qualifications.
- She would like to return to the workplace now that her children have both started school.

What is Alison feeling?

- Embarrassed by her level of literacy and ICT when trying to help her children with homework.
- Very low in confidence and self-esteem.
- Concerned about the family income and lack of space in her small flat.

What would Alison like to achieve?

- Help with literacy and numeracy to support her children in doing well at school.
- Improve literacy, numeracy and ICT skills to help gain employment and increase her employability prospects.
- Improve her confidence and self-esteem by receiving training and gaining qualifications.
- Increase in family income to improve her family's wellbeing and move to a larger property.

“I want to use my voice to help others find theirs and continue all the activities and learning I enjoy”



Jason, 36, has a complex mental health condition

About Jason...

- He has spent some time in a psychiatric hospital.
- He has become a key community member, and takes part in many groups and volunteering, but struggles to see how far he has come on his journey.
- He is trying to get back to work but often feels caught between systems that don't fully understand or support his needs.
- He used to work with the Scottish Woodland Trust.

What has Jason already achieved?

- Jason has successfully relocated and adapted to a new environment, engaging in structured mental health support and adult learning .
- He has overcome many difficulties to achieve an SQA qualification in Numeracy.
- He has gained confidence and structure through volunteering and peer mentoring which makes him feel he is doing something meaningful .
- He takes part in community campaigns sharing his lived experience with others.

What would Jason like to achieve?

- To be happy and enjoy things.
- Hopes to meet a life partner and settle down.
- More social opportunities to build his friendship circle.
- More training or structured pathways that are tailored to meet his needs with no tight timescales.
- Eager to find employment and build a stable future .



Stephen is a person with lived experience of the justice system

About Stephen...

- He is in his mid-40s with an ongoing heart condition and is living with his long-term partner.
- He does not have family members living within the city; however, he has siblings who provide emotional support over the phone.
- He has extensive knowledge about horses.
- He is a quiet introvert who has gained confidence over time.
- He has completed a community payback order.

What has Stephen already achieved?

- He has a sense of achievement having completed his payback order.
- He is more confident about expressing his needs.
- He has started an SVQ in Maths and will continue his learning in the community.
- He has gained confidence and interpersonal skills leading him to better manage situations and relationships that previously caused him anxiety.
- During his time with Adult Learning, he felt heard and valued and is now optimistic about his future.

What would Stephen like to achieve?

- Continue attending the NHS course for heart disease and become stronger in his health.
- Continue his learning in the community.
- Achieve the right work/health balance which suits his needs.
- Continue to work on his important family relationships with the aim of building closer bonds.



Mustafa, 27, is a Syrian Asylum Seeker

About Mustafa...

- He has fled his country in fear for his life. He came to the UK alone, leaving his wife and young daughter in Syria. He has a brother who lives in Glasgow and an aunt and uncle and two cousins in Manchester.
- In Syria he worked as a tailor and would like to do the same in Scotland. He would like to reunite his family when he can support them.
- He only completed primary school in Syria. He can read and write in Arabic. When he arrived in Scotland, he was able to say a few phrases but was unable to read or write using the roman alphabet.

What has Mustafa already achieved?

- He has been attending English classes for 6 months and is becoming more comfortable forming letters in the roman alphabet. In his class they are preparing for the SQA Preparation for Literacy National 2 award.
- He attends the mosque regularly, which helps to connect him to the local community.
- He volunteered with a local bicycle repair centre and once he had completed a few sessions, an anonymous donor provided him and some others who were helping out, with one of the repaired bikes. This means he can get to his English classes more easily, as before it was a 30-minute walk.

What would Mustafa like to achieve?

- He would like to continue studying English. He knows he has a lot to learn, but he thinks his speaking is getting better. If he can complete the SQA Preparation for Literacy National 2 award it will be the first qualification he has ever achieved.
- Once his spoken English has improved and he understands more, he would like to do some volunteering, maybe in a charity, until he is able to start working properly.
- Eventually, he would like to open his own clothes alteration shop or business – maybe in Glasgow with his brother, or maybe here if his brother will move.

“To provide for my children so they can grow up happy, taken care of and have everything they deserve”



Danny is a single father to a large family experiencing poverty

About Danny...

- He is 42, and a single father of 3 children aged between 5 and 19. They live in a three-bedroom council tenancy along with the family dog.
- He is currently not working due to both his parenting responsibilities at home and has a life limiting condition. He receives benefits to support the family, but often finds this doesn't stretch far enough, he relies on a weekly local foodbank to ensure he can maximise the amount of food and products coming into the home.
- He has limited social supports in the local area, with a few close friends nearby who offer him some support, although they also have their own challenges. He has extended family that live outside of Aberdeen but are unable to provide him with direct support.

What has Danny already achieved?

- Danny is a nurturing and supportive father to his three children, and, despite the challenges and financial constraints, he continues to ensure his children are looked after and have their needs met.
- Danny has undertaken training courses to bolster his CV and support him into employment in the future.
- Danny supported his eldest child to find their first job, with a plan to getting their own place.

What would Danny like to achieve?

- “To see my kids growing up, happy, living a better life”*
- Danny would prefer to work to provide for his family using money he has earned. This is currently challenging for him due to his parental responsibilities and personal health, but he would like to get a job once his younger children are older.

“I want to improve my opportunities to provide for my children until we can return to our country.”



Svitlana, 35, is a Ukrainian refugee

About Svitlana...

- She has been living in Scotland with her two children (7 and 9) since the war started in 2022 and she had to leave her hometown. Her husband is still in Ukraine, fighting in the army.
- In Ukraine, Svitlana had a well-paying job working as a manager in an office. For the first year she lived in a hotel where she was surrounded by other Ukrainian people and families who all helped each other with childcare.
- She now lives in a two-bedroom flat with her children. It is the first time she has lived alone without her parents or husband. She has made friends with other Ukrainian families, but most of them live in other parts of the city. She has a part-time cleaning job, but the hours are irregular and sometimes clash with her English classes. She wants to continue going to classes to help her get a better job and to be able to support her children with their schoolwork.

What has Svitlana already achieved?

- She completed a Level 2 SQA in Time and Money as part of her ESOL class. She also took part in a basic sewing skills course which allowed her to complete Level 2 SQA in Measuring, she now uses the bag she made.
- In her cleaning job she needs to understand the instructions from her Team Leader. She uses a translation app for this but finds that she is relying on it less than when she started.
- She has got used to living without her husband, and with the initial support of her resettlement worker and the housing team, she has managed to get settled in her flat.

What would Svitlana like to achieve?

- She would like to continue with her English classes. Her tutor has said the group will start preparing for the ESOL National 2 SQA award. She thinks this would help her to apply for better jobs, but it will be difficult if she must miss class due to work.
- Eventually she would like to find a job that is more like the one she had in Ukraine, in an office.
- She would also like to be able to talk to the doctor without the need for an interpreter, as she finds this embarrassing at times, even though she knows she shouldn't.

Learners' experiences

It is clear that there are key and recurring vulnerabilities that our CLD Plan needs to take account of. These include those who are:

- Care experienced.
- Living with a disability.
- Older and frail.
- Living in single parent households.
- Socially isolated, particularly as a result of a long-term health condition.
- Experiencing, or have experienced domestic violence.
- Substance users.
- In need of long-term support for their mental health.
- Fearful as a result of repeated anti-social behaviour.
- Released from prison.
- Fleeing conflict.
- Living with trauma, particularly those who seek refuge in the city.
- Experiencing financial vulnerability.
- Living with obesity and chronic diseases

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The **Aberdeen CLD plan** has a key role in:

Ensuring those most at risk of poorer outcomes (the groups identified above) are prioritised for community learning and the wider support they need to thrive, and checking the adequacy of our current arrangements.

- Working with others to safely share data so that the likes of **Elena and Danny** do not have to repeatedly tell their story and are supported to maximise their benefit entitlements.
- Making sure that the Future Libraries Model helps address the social isolation felt by **Svitlana, Jason**, and **Mustafa**, and encourages the healthy behaviours they are keen to realise, along with the development of their employability skills.
- Ensuring that our staff and systems recognise that a lack of engagement can be an indication of a lack of trust, as in **Sara's** case, and not a lack of need.
- Commit to changing our relationships with the most vulnerable people to be more person centred to reduce the risk of disengagement.
- Improving our response to domestic violence by working in partnership with initiatives like Homewards Innovative Housing Project to help those like **Elena**.
- Ensuring that there are progression pathways for those who need long term mental health support like **Jason**.
- Working to reduce the prevalence and impact of anti-social behaviour.
- Working with families to fully understand the needs of those supporting disabled children and adults in order to better plan for their long-term needs.
- Improving our communication around the types of support that is available.

Risks to adults (placeholder)

Our Vision

This Partnership CLD Plan sets out a vision and priorities for the future delivery of Community Learning and Development related services.

Our vision is to:

Transform lives by supporting individuals and families to overcome barriers, build skills, and contribute confidently to their communities.

We believe that strong and empowered communities, supported by services from the public, third and private sectors, can work together to reduce the inequality evident at community level. We recognise the range of positive work already taking place across the city, but we also recognise the need to better connect operational work through improved use of data and shared evaluation.

Recognising the Challenges

Consideration of Aberdeen’s Population Needs Assessment, Your Place, Your Plans, Your Future citizen engagement, CLD partner engagement and exploration of the social determinants of health have helped identify the key challenge and action needed to deliver our vision.

Our Key Challenges

Many citizens of Aberdeen face barriers to learning, don’t feel listened to or able to access local initiatives that they have confidence will help them. This is being exacerbated by the impacts of poverty and contributing to poor health outcomes, particularly for those who are a member of a vulnerable group.

Our Response

We will break down barriers to learning and foster inclusion by directing partnership support to those most impacted by poverty and inequality. Through integrated services, we will provide tailored assistance that responds to the changing and diverse needs of Aberdeen’s citizens, while also promoting healthier, more vibrant communities.

Our Priorities

Reducing poverty and tackling inequalities is an overarching theme across this CLD Plan. CLD partners are committed to working together as partners, with local communities, to improve life chances for people of all ages through the specific lens of learning, personal development and active citizenship. There is recognition given to the disproportionately high levels of poverty and inequalities which exists within some communities across the city, and the need for CLD to be targeted and focussed on communities and individuals experiencing the negative effects of poverty and inequalities.

We also recognise the importance of providing opportunities for **improved Health and Wellbeing**. People living in our disadvantaged communities are at higher risk of poor health, disease, and earlier death than those living in our more affluent areas. They are also more likely to experience barriers to health and wellbeing and difficulties accessing services. Health inequalities are unfair and preventable, often due to adverse social circumstances such as poverty, unemployment, poor housing, childhood experiences, and isolation. Partners will tackle these inequalities by targeting support to those who need it most, promoting self-care through prevention and early intervention, making it easier for people to get the support and information they need, and working collectively with others including communities, families, and carers. Our approach will be inclusive and empowering, with a focus on prevention, transformation and building individual and community capacity.

Based on the [evidence base](#) locally and nationally we have identified 6 priorities for action:

Delivery priorities

- 1.To support adults to become better skilled, educated, confident, healthy and empowered through **Adult Learning**.
- 2.To develop the personal, social and educational skills of young people ,particularly those at risk of disengaging, so that they realise their potential through **Youth Work**
- 3.To improve the life chances and long-term health of our children, families and communities through **Family Learning** and whole family support.
- 4.To supporting **communities** to take to bring about change for themselves and their communities and to have influence and control.

Organisational priorities

5. To enhance the skills and capabilities of staff and volunteers in CLD
6. Strengthen collaboration and shared accountability across Aberdeen’s Community Learning and Development partners

Shared Governance

Effective governance is central to the successful delivery of the CLD Plan 2025–2027. It ensures strategic oversight, shared accountability, and inclusive decision-making across CLD partners. Previous evaluations, including the 2024 HMIE inspection, identified the need for stronger strategic leadership and collective ownership. In response, Aberdeen City Council and its partners have undertaken a comprehensive governance review to address these gaps and enhance the impact and sustainability of CLD across the city.

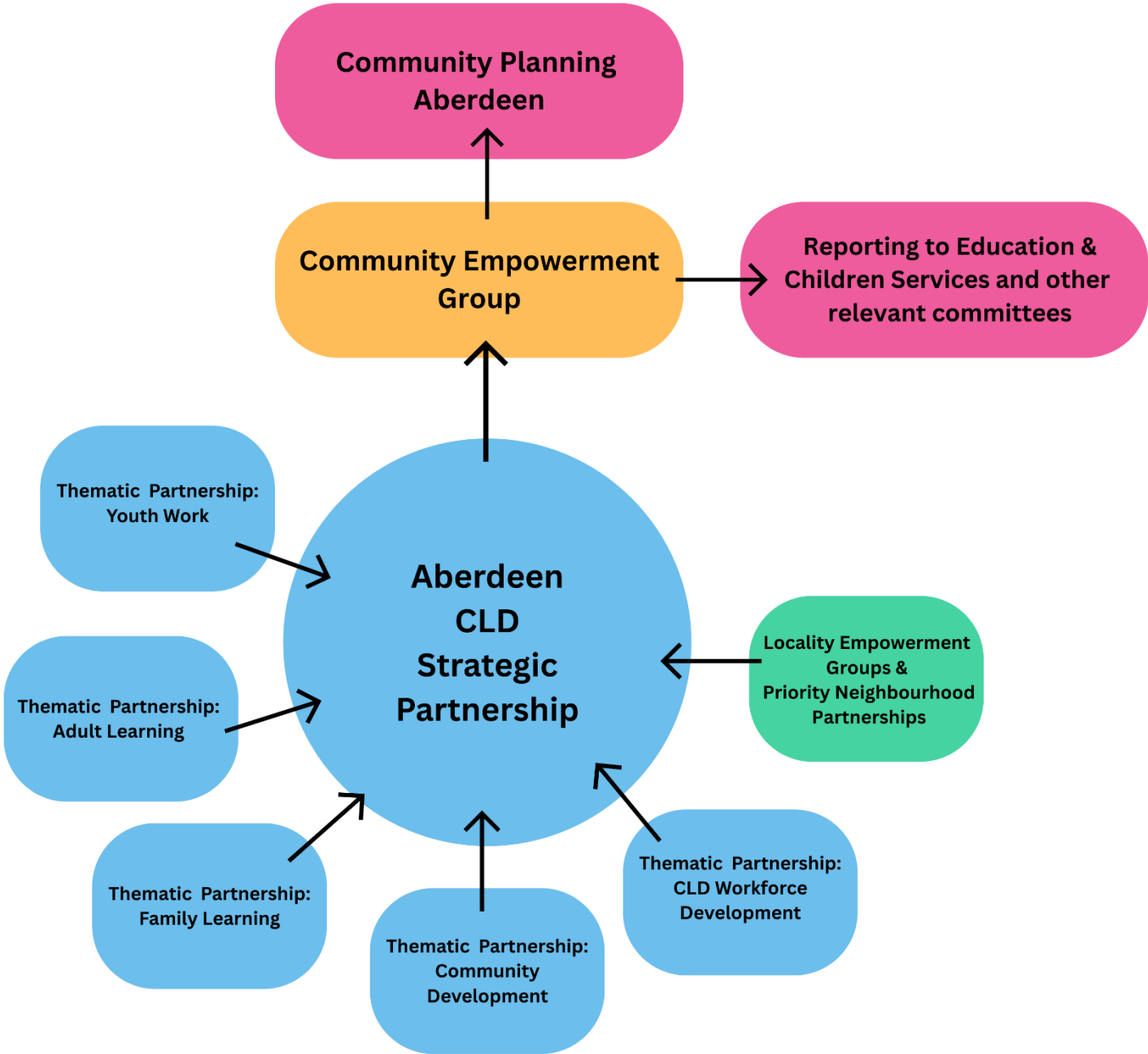
The Community Empowerment Group (CEG) holds strategic oversight of the CLD Plan ,acting as a connector between operational delivery and the broader Community Planning structure. The Aberdeen CLD Strategic Partnership (ACLDSP) has been established to lead implementation, monitoring, and evaluation. This structure ensures that governance is both strategic and responsive to community needs.

Operational Delivery

Thematic partnerships covering Youth Work, Adult Learning, Family Learning, Community Development and CLD Workforce Development have been established to support operational delivery. These groups report into the ACLDSP and are responsible for shaping delivery plans, contributing to shared evaluation, and ensuring that local needs are addressed through place-based approaches.

Shared Evaluation and Continuous Improvement

Governance arrangements embed a culture of shared self-evaluation and performance monitoring. The ACLDSP is tasked with jointly monitoring shared measures of success, analysing data across partners, and using findings to inform agile, responsive planning. This approach addresses previous gaps in demonstrating impact and supports continuous improvement.



Next Steps

- Improve learner and community representation in the strategic partnership to ensure equitable decision-making.
- Establish and develop systems for joint monitoring of shared success measures.
- Strengthen the role of thematic partnerships in shaping and delivering shared evaluation.
- Maintain robust engagement with the CEG and wider partners to ensure alignment and responsiveness throughout the plan’s lifecycle.

Logic Model

Situation

Many citizens of Aberdeen face barriers to learning, don't feel listened to or able to access local initiatives that they have confidence will help them. This is being exacerbated by the impacts of poverty and contributing to poor health outcomes, particularly for those who are a member of a vulnerable group.

Inputs

Partnership Youth work
Partnership Family Learning
Partnership Adult learning
Community capacity building
Skilled staff and volunteers
Partnership self evaluation

Activities What we do

Targeted 1-1 and group youth work
Skills development and accreditation for young people
Improve financial security and health knowledge
Skills development programmes for all ages
Family Learning programmes
Community integration opportunities
Language learning
Capacity building and empowerment

Who we reach

All people in Aberdeen City who are marginalised, vulnerable or impacted by poverty

Outcomes

Short

Interventions will be more targeted at those who face the greatest disadvantage
CLD Partners will collect common data measures to help evaluate our collective impact and determine the allocation of resources.
More multi-agency improvement activity will be shared by the lived experience of those living in our communities

Medium

Improved partnership understanding of the impact of our collective efforts helps strengthen our offer
Higher numbers of learners access accredited courses
More people who engage with CLD access employment or further training

Long

CLD activity is central to the Whole Family Support model and delivered by highly skilled staff
The health gradient is lessened in our priority neighbourhood

Assumptions and Influences

- There will continue to be high levels of poverty
- Resources will continue to be constrained

Measures

- Number of learners being supported
- Impact of CLD on learners
- Social determinates of health data



**Community
Planning
Aberdeen**

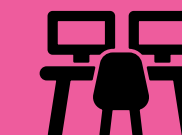


Delivery Plan 2025 - 2030



Priority 1: Adult Learning

Support adults to become better skilled, educated, confident, healthy and empowered through Adult Learning



Why is this a Priority?

Enabling individuals to develop essential skills like literacy, numeracy, language learning, how to remain healthy and digital literacy are crucial for adapting to economic changes and improving the quality of life. Adult Learning provides first step employability skills, supports mental wellbeing, and fosters community engagement. Additionally, it supports integration for refugees and marginalised groups, promoting inclusivity and resilience.

What does the evidence say about adult literacy?

Literacy levels in Aberdeen reflect broader trends seen across Scotland. According to the Scottish Survey of Adult Literacies (SSAL) 2009, about 73.3% of the Scottish working-age population have literacy skills appropriate for modern society. However, around 26.7% face occasional challenges, and 3.6% experience serious difficulties. Factors such as age, gender, education, and income significantly influence literacy levels

The Education Scotland **Adult Learning Strategy 2022-27** underscores the importance of targeted learning for marginalised groups and recommend:

- Closer partnership working to ensure that adult learning is learner-centred, available and accessible
- An increase in access to and support for accredited learning for community-based adult learning to support positive pathways for adult learners.

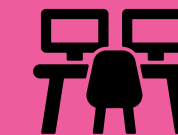
What does the evidence say about the best approaches?

Learning: For All. For Life. A report from the Independent Review of Community Learning and Development (CLD) evidenced that the key enablers to participation in CLD include:

- Flexibility and adaptability
- Culturally competent and empathetic practitioners
- Safe, trusting environments
- Localised delivery and proactive outreach
- Partnerships between CLD providers and other services
- Learner-focused delivery

Priority 1: Adult Learning

Support adults to become better skilled, educated, confident, healthy and empowered through Adult Learning



What does the evidence from Your Place Your Plans Your Future say?

Use of the Place Standard Tool with communities (Your Place, Your Plans, Your Future) recently showed us that:

86.2% of people asked agreed with the proposal to **“Work with partners to provide accessible community-based learning opportunities (e.g. skills in digital inclusion, literacy, numeracy, English for speakers of other languages, and financial resilience) for adults, particularly those furthest from inclusion and facing disadvantages, to foster lifelong learning, positive pathways and reduce reoffending”**

92.3% agreed with this proposal **“Provide a range of activity to improve people’s physical and mental health and reduce harm ensuring people can continue to work and make a positive contribution to the economy whilst also improving their own financial wellbeing.”** This engagement also raised some areas for improvement including opportunities for continuous education and skill development and better advertising of volunteering and training opportunities to make them more accessible to everyone, including non-digital users.

What does the evidence say about the learning needs of New Scots?

The New Scots Refugee Integration Strategy 2024 emphasizes the need for provision of accessible learning opportunities to help New Scots develop language skills, gain qualifications, and improve employability. Aberdeen is home to 1/3 of Scotland’s migrants and is one of the biggest dispersal centres for asylum seekers in Scotland. Our own response and associated Delivery Plan.

What does the evidence say about mental health?

In Aberdeen City, around 25% of the population experiences a mental health problem each year. Specifically, about 12% report symptoms of depression, and 14% report symptoms of anxiety.

In the last year referrals to the CLD Healthy Minds team has doubled. [Scottish Government Mental Health and Wellbeing Strategy](#) 2023 has a focus on promoting mental health and wellbeing through community-based initiatives. This includes providing opportunities for lifelong learning and skill development, which can enhance mental health by fostering a sense of purpose, community connection, and personal growth.

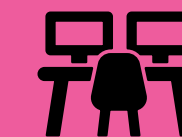
[Aberdeen City Health and Social Care Strategic Plan](#) articulates how mental health will be supported over the next 4 years and this CLD Plan will support the delivery of those agreed actions.

What does the evidence say about general health across the social determinates of health?

From an earlier exploration of the social determinates of health, we know that health outcomes are directly impacted by poverty. There is a need to further target our interventions to better address the inequality evident across the city.

Priority 1: Adult Learning

Support adults to become better skilled, educated, confident, healthy and empowered through Adult Learning



Priority

Support adults to become better skilled, educated, confident, healthy and empowered through Adult Learning.

Outcome

More adults from identified vulnerable communities will have access to learning and services to become better skilled, better educated, more confident, aware of how to remain healthy and empowered to be part of their community.

Measures

- No of adults from different vulnerable groups who are enrolled in an adult learning programme (baseline across all partners to be determined)
- No of adults undertaking SCQF and wider achievement awards
- awards
- No of adults engaged with CLD activity
- % of adults engaged in CLD activity who report improved skills, confidence and improved mental health
- Increase first step accreditation across the city by 20% by June 2027
- % of adults engaged in CLD activity who take a direct role in shaping their community
- No of learner hours

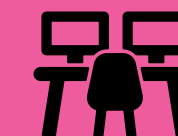
What we will do:

- Baseline Needs:** Capture learner needs and vulnerability data across First Step providers to guide planning and performance analysis.
- Network Leadership:** Revitalise the Adult Learning Network to coordinate provision and apply a shared evaluation framework.
- Co-Design Pathways:** Develop programmes and volunteering routes with marginalised groups, aligned to the Regional Economic Strategy.
- Trauma-Informed Learning:** Offer community-based learning to build confidence, resilience, and connection for those furthest from education or work.

- Track Impact:** Regularly review how well the offer supports volunteering readiness.
- Future Libraries:** Deliver inclusive, needs-led library services that reduce barriers and support health literacy and informal learning.
- ESOL Provision:** Maintain flexible ESOL class supply for new Scots and asylum seekers.
- Support Refugees:** Continue offering integration opportunities for people seeking refuge.

Priority 1: Adult Learning

Support adults to become better skilled, educated, confident, healthy and empowered through Adult Learning



The following are the projects activities we will undertake over 2025/26 to contribute towards achieve this priority.

Description	Outcome/impact	Measure	Target
Establish Baselines	Better understanding of learner needs and vulnerabilities to inform planning and performance analysis	Number of learners from different vulnerable groups enrolled in adult learning programmes	Baseline to be established across all partners
Progress Adult Learning thematic partnership	Improved coordination and shared evaluation across adult learning provision	Number of partners using shared evaluation framework	Collaborative working and reporting mechanisms in place by Dec 2025
Co-Design Pathways	Increased engagement of marginalised groups in learning and volunteering aligned to economic strategy	Number of co-designed programmes and volunteering routes created	To be determined by ACLDSP and thematic partnership
Trauma-Informed Learning	Increased confidence, resilience, and connection for adult learner	% of adults reporting improved confidence and mental health	To be determined by ACLDSP and thematic partnership

Priority 2: Youth Work

To develop the personal, social and educational skills of young people, particularly those at risk of disengaging, so that they realise their potential through Youth Work



Why is this a Priority?

The life circumstances of young people affect their ability to develop life skills and engage in their schools and communities. Youth work addresses inequality by providing targeted support for young people impacted by poverty and socio-economic disadvantage. Youth Work can support young people to overcome barriers to learning, physical and mental health and improve their life chances.

What does the evidence say about young people?

Your Place, Your Plans, Your Future

- 93.4 % who commented on the proposal that there should be targeted learning opportunities for young people to address key issues, provide opportunities to gain skills, improve mental and physical wellbeing and have their voices heard agreed with it. (Facilities and Services)
- 91.6 % who commented on the proposal that there should be work with young people to promote children's rights and provide targeted support to reduce the poverty-related attainment gap and support employment and positive destinations through relevant and accredited learning opportunities agreed with it. (Work and Local Economy)
- UNCRC principles and youth voice must be embedded throughout planning and delivery (taken from stakeholder consultation on 30/04/2025)
- Co-creation of services with young people, including planning and evaluation, is essential (stakeholder consultation)

- Youth Work provision must extend beyond school environments and work hours(stakeholder consultation)
- More provision is needed for 18-24 year olds, especially those not in education or employment (stakeholder consultation)

Scottish Equity Funded school-based youth work is making a significant difference in the lives of young people. A total of **1,723 young people** have participated in these initiatives, with:

•**89% reporting improved confidence**

•**94% reporting enhanced knowledge and skills**

These programmes are contributing to broader positive outcomes, including:

•Improved **health and wellbeing**

•Increased **engagement and attendance**

•Better **attainment in literacy and numeracy**

Priority 2: Youth Work

To develop the personal, social and educational skills of young people, particularly those at risk of disengaging, so that they realise their potential through Youth Work



Priority

To develop the personal, social and educational skills of young people, particularly those at risk of disengaging, so that they realise their potential through **Youth Work**

Outcome

- More young people from identified vulnerable communities/groups will have greater access to accredited learning and services to become better skilled, better educated, more confident, and ready to participate in education, employment or training
- Young people will directly influence decisions that affect them by engaging in age-appropriate and youth-led opportunities that amplify their voices.

Measures

- The no of young people at risk of disengaging who are being supported by youth work
- The no of young people at risk of disengaging who successfully re-engage in their school or community
- The no of community-based activities that provide a safe and supportive environment for young people
- % of young people being supported by youth work who report that their physical and mental wellbeing has improved.
- % of young people being supported by youth work who achieve a nationally recognised award
- No of opportunities for young people to directly influence policy decisions
- No of young people being support by youth work who go into a positive destination
- No of with marginalised 18–25-year-olds who engage in youthwork
- Learner hours

What we will do:

- **Map Gaps:** Establish a baseline and evaluation framework to identify missing youthwork pathways and target support to those most at risk.
- **Strengthen Leadership:** Expand the Youth Work Network to boost collaboration and strategic oversight.
- **Track Destinations:** Implement a school-based evaluation framework focused on long-term positive outcomes.
- **Co-Design for Impact:** Develop employment-ready programmes with young people and partners, aligned to growth sectors.

- **Safe Spaces:** Increase access to welcoming, partnership-led spaces for young people, promoting connection and having fun.
- **Recognise Achievement:** Expand access to awards in schools and communities, including those valued by FE/HE.
- **Reach the Marginalised:** Engage 18–25-year-olds who've left school and are furthest from work or wellbeing to co-design tailored pathways.
- **Youth Voice:** Keep growing opportunities for young people to shape decisions.
- **Shared Goals:** Collaborate with partners like the Alcohol and Drugs deliver joined-up support.

Priority 2: Youth Work

To develop the personal, social and educational skills of young people, particularly those at risk of disengaging, so that they realise their potential through Youth Work



The following are the projects activities we will undertake over 2025/26 to contribute towards achieve this priority.

Description	Outcome/impact	Measure	Target
Establish Baselines	Better understanding of learner needs and vulnerabilities to inform planning and performance analysis	Number of learners from different vulnerable groups enrolled in adult learning programmes	Baseline to be established across all partners
Progress Youth Work thematic partnership	Improved coordination and shared evaluation across youth work provision	Number of partners using shared evaluation framework	Collaborative working and reporting mechanisms in place by Dec 2025
Focus on engagement with 18–25-year-olds	Increased engagement this age group to support wellbeing and positive destinations	Number of young people from this age group engaged, % of this age group achieving a positive destination	To be determined by ACLDSP and thematic partnership
Creating mechanisms for youth voice and decision making	Increased confidence, resilience, and influence of young people	% No of opportunities for young people to directly influence policy decisions	To be determined by ACLDSP and thematic partnership

Priority 3: Family Learning

Improving the life chances and long-term health of our children, families and communities Learning and whole family support.



Why is this a Priority?

The life circumstances of children, young people and their families affect their educational attainment, their ability to develop life skills and engage in their communities. Family Learning plays a vital role in improving outcomes for children, parents, carers, and the wider community. Family Learning can empower the whole family network to improve children's outcomes. Programmes are flexible, community-based, and tailored to local needs, covering topics such as parenting, health and wellbeing, and confidence building.

What does the evidence say about family learning?

Research shows that **parental engagement** significantly improves children's educational outcomes. The **National Improvement Framework** highlights the importance of supporting learning at home, encouraging parental involvement in the life and work of schools and early learning settings, and embedding family learning into educational practice.

The strategy aims to **close the poverty-related attainment gap** by building on the strengths of families and communities. It promotes strong, collaborative partnerships between public sector services, early years settings, schools, the NHS, third sector organisations, independent agencies and community groups.

In April 2025, the whole family approach was widely endorsed, particularly in relation to early intervention and building resilience. Through public consultation in 'Your Place, Your Plan, Your Future', local people echoed a need for partnership working to provide accessible community-based learning opportunities for adults, young people and children, particularly those in priority areas. The results also demonstrated a desire to engage with activities to boost social interaction and well-being with value placed on family-oriented events in community spaces

Family learning plays a crucial role in:

- Raising Attainment:** Evidence shows that children's achievement improves when families are actively involved in their learning.

- Promoting Equity:** Family learning helps close the attainment gap by supporting the whole family network and addressing inequalities.

- Empowering Families:** It builds confidence, skills, and engagement, enabling families to support both their children's and their own lifelong learning.

- Strengthening Partnerships:** It fosters collaborative relationships between families and all key stakeholders, aligning with the principles of *Getting it Right for Every Child (GIRFEC)*, *The Promise* and the *UNCRC*.

- Supporting Policy Goals:** It contributes to the aims of the *Community Empowerment Act*, the *Education (Scotland) Act 2016*, and the *National Improvement Framework* by encouraging inclusive, community-based approaches to lifelong learning.



Priority 3: Family Learning

Improving the life chances and long-term health of our children, families and communities Learning and whole family support.

Priority

Improving the life chances of our children, families and communities through family learning and whole family support

Outcome

Families and communities will be strengthened through the development of meaningful relationships and helping families access multi-agency family centred support which promotes equality, inclusion and lifelong learning.

Measures

- Number of adults and children engaging in universal family learning activities
- Number of adults and children engaging in capacity building family learning programmes
- Number of adults and children who engage in one off community events
- % of those who engage with family learning who report improved mental health and wellbeing, confidence and skills
- % of those who engage with family learning who go on to support other families
- % of supports designed and delivered in collaboration with multi-agency partners
- Number of onward referrals to other partners

What we will do:

- Create a Family Learning Thematic Partnership** to coordinate efforts, reduce duplication, and apply a shared evaluation framework.
- Run focus groups** to identify parent and carer needs, with emphasis on accessibility and mental health
- Co-design and deliver** universal, targeted and intensive programmes of support for parents and carers to improve their confidence, knowledge and skills in helping with their children’s social, emotional, or learning needs
- Maximise use of community spaces** to build local capacity and resilience
- Progress cross partner commitment** to support Aberdeen’s Whole Family Support Model.
- Partner to deliver 1-1 and group support** in homes, schools, and community settings, tailored to known risks and challenges.
- Use family-centred planning** to provide flexible, needs-led support through the most appropriate services



Priority 3: Family Learning

Improving the life chances and long-term health of our children, families and communities Learning and whole family support.

The following are the projects activities we will undertake over 2025/26 to contribute towards achieve this priority.

Description	Outcome/impact	Measure	Target
Establish Baselines	Better understanding of learner needs and vulnerabilities to inform planning and performance analysis	Number of learners from different vulnerable groups enrolled in adult learning programmes	Baseline to be established across all partners
Progress Family Learning thematic partnership	Improved coordination and shared evaluation across adult learning provision	Number of partners using shared evaluation framework	Collaborative working and reporting mechanisms in place by Dec 2025
Co-design and deliver support programmes	Improved confidence, knowledge, and skills of parents/carers in supporting children’s needs	% of participants reporting improved confidence and skills	To be determined by ACLDSP and thematic partnership
Cross partner involvement in Family Support Model	Tailored support in homes, schools, and community settings	Number of families receiving targeted support	To be determined by ACLDSP and thematic partnership

Priority 4: Communities taking action

Supporting communities to take action to bring about change for themselves and their communities and to have influence and control



Why is this a Priority?

Our communities face major challenges from the wider economic outlook, rising cost of living, falling public expenditure and our changing demographics. These challenges are leading to the significant transformation of how public services are delivered, the role of the third sector, and the expectations of and on communities. Communities want and expect more control over their lives, and this has implications for the role of public services, a shift towards supporting and facilitating, rather than delivering and directing. Our communities are in different places in terms of their experiences and capacities to take on the responsibility that more control over resources and decision-making leads to. Therefore, it is essential to develop a strategic approach to supporting this shift to increased power in communities that recognises that individuals most affected by poverty need to be involved in identifying the best solutions. Locality planning continues to play an important role in supporting community development across Priority Neighbourhoods. It has contributed to encouraging community participation, strengthening relationships, and fostering a growing sense of identity and belonging. The model has enabled collective problem-solving, empowered local leadership, and supported self-help and learning. While there has been meaningful progress, further work is needed to ensure these outcomes are consistently realised across all areas.

What does the evidence say about community development?

Evidence from a range of sources, demonstrates the powerful impact of CLD on the lives of learners and communities. At its best, effective CLD is life changing for people, families, and communities. It inspires people to maximise their own potential and empowers people, individually and collectively, to make positive changes in their lives and in their communities.

Recent Your Place, Your Plans, Your Future and City Voice data show that residents in SIMD 1 areas report significantly lower levels of community connection, influence, and control—highlighting the need for a more responsive and empowering approach to community development in these neighbourhoods.

Community Development is an approach to achieving social change. It is action taken through building organisation, learning and power within communities in order to promote democracy, sustainable development, equality and social justice as well as supporting communities to make the most of their assets and using these to make positive change. It builds community capacity and influence by enabling people to develop the confidence, understanding and skills required to influence decision making and service delivery. Community development practitioners may be paid (employed workers) or unpaid (community activists and voluntary workers).

Local, national, global

There is strong and growing evidence that communities locally, nationally, and globally, must be responsive to the impact of unpredictable world events due to the increasing frequency and severity of crises such as climate change, war and pandemics.

Priority 4: Communities taking action

Supporting communities to take action to bring about change for themselves and their communities and to have influence and control



Priority

Supporting communities to take action to bring about change for themselves and their communities and to have influence and control

Outcome

- Communities benefit from high-quality capacity building and community development support that strengthens and enhances their existing skills and abilities.
- Communities are recognised and supported as equal partners in planning and decision-making processes that affect lives and community.
- Communities are supported to lead on the initiatives which they deem to be priorities within their neighbourhoods.
- Communities are supported to access the resources that they need to meet their ambitions for themselves, their families and neighbours.

Measures

- Increase the scoring of influence and sense of control(Place Standard tool) from 3.3 to 3.5 for SIMD areas 1&2
- No of grassroots organisations who co-design training content that reflects their priorities and capacity-building needs.
- No of grassroots organisations receiving capacity building support
- No of community groups/individuals who participate in community events
- No of community groups who apply for funding
- Proportion of those who've received support who feel that it has had a positive impact in terms of enhanced capacity, skills, confidence
- Total annual budget allocated to participatory budgeting, community-led planning, and empowerment initiatives

What we will do:

- Establish a Community Development Partnership** to drive shared ambition and strategic coordination across Aberdeen.
- Test new participation models**, Health Issues in the Community (HIIC),participatory research, alternative funding, to shift power to communities.
- Strengthen service coordination and access to spaces** by building trust and capacity across communities and services.
- Leverage opportunities** like Community Wealth Building, Democracy Matters, and anchor organisations to unlock development potential.
- Identify system-level barriers and risks** to community outcomes and develop a long-term vision and plan for Community development.
- Centre lived experience in all development**, ensuring a holistic, person-led approach.
- Use shared evaluation** to sustain and amplify what works, embedding a learning culture that draws from best practice and proven success elsewhere.

- Promote community development values**, ensuring integrity and duty of care in engagement.
- Collaborate through existing networks**, Priority Neighbourhood Partnerships, Locality Empowerment Groups, Food Poverty Action Aberdeen, taking a community development approach to delivering outcomes within the Locality Plans.
- Support grassroots initiatives** tackling poverty and food insecurity, using tools like Food Ladders.
- Address climate change and environmental challenges** by enabling communities to lead inclusive, locally-driven responses that build resilience and promote sustainability
- Enable agile, community-led responses** to global disruptions to strengthen local resilience and support



Priority 4: Communities taking action

Supporting communities to take action to bring about change for themselves and their communities and to have influence and control

The following are the projects activities we will undertake over 2025/26 to contribute towards achieve this priority.

Description	Outcome/impact	Measure	Target
Establish Baselines	Better understanding of learner needs and vulnerabilities to inform planning and performance analysis	Number of learners from different vulnerable groups enrolled in adult learning programmes	Baseline to be established across all partners
Establish Community Development thematic partnership	Improved coordination and shared evaluation across adult learning provision	Number of partners using shared evaluation framework	Collaborative working and reporting mechanisms in place by Dec 2025
Exploring and test participation models	Increased development of community strengthens and enhances their existing skills and abilities	Number of tested programmes	To be determined by ACLDSP and thematic partnership
Leverage for community focused wealth building	Communities are supported to access the resources that they need to meet their ambitions for themselves, their families and neighbours.	% of community members engaged	To be determined by ACLDSP and thematic partnership

Priority 5: Workforce development

Enhancing the skills and capabilities of staff & volunteers in CLD



Why is this a Priority?

Community Learning and Development (CLD), as defined by the CLD Standards Council Scotland, is a professional practice that empowers individuals and communities to identify goals, engage in learning, and drive change. It encompasses diverse areas such as community development, youth work, adult learning, health and wellbeing, and volunteer support. A key focus is on staff and volunteer development through tailored training and continuous professional learning, aligned with the CLD Standards Council's strategy, *Growing the Learning Culture*. This commitment is central to Aberdeen's CLD Plan 2025–2027, which prioritises workforce development to strengthen governance, leadership, and service quality. Stakeholder feedback highlighted gaps in capacity and professional development. Addressing these through targeted actions ensures services remain responsive, equitable, and impactful. A skilled and supported workforce enhances collaboration, supports vulnerable groups, and boosts community resilience and engagement.

What does the evidence say about workforce development?

Nationally

The Scottish Government's guidance calls for the recruitment of qualified practitioners, supporting CLD Standards Council membership, and ensuring compliance with national occupational standards. The independent review of CLD reinforces this, stating that a strong and suitably professionalised workforce is essential to delivering high-quality outcomes for learners. The review emphasised that CLD staff play a critical role in building trust, delivering person-centred learning, and enabling progression, functions that require skilled, supported professionals. The independent review calls for a national CLD Workforce Plan, improved CPD standards, and parity of esteem with other professions. It also recommends multi-year funding to support workforce stability and development.

Locally

The formation of the Aberdeen CLD Strategic Partnership (ACLDSP) aims to strengthen strategic leadership and collective ownership by embedding workforce development into thematic delivery and shared evaluation structures. The April 2025 stakeholder consultation highlighted workforce development as a cross-cutting priority. Partners cited staff capacity issues, lack of Continued Professional Development and the need for trauma-informed and inclusive training.

Increased focus on collective workforce development is required to deliver quality services by volunteers and frontline staff while making the most of our collective resource.



Priority 5: Workforce development

Enhancing the skills and capabilities of staff & volunteers in CLD

Priority

Enhancing the skills and capabilities of staff & volunteers in CLD

Outcome

The CLD workforce have increased access to the skills, practices and further learning and accreditation to better meet the changing needs of learners and communities.

Measures

- Increase in CLD Standards Council membership across Aberdeen
- Maintain the number of further and higher education work-based placements
- Increase in shared CLD CPD opportunities across CLD partners

What we will do:

Create a workforce development thematic partnership to:

- Ensure high-quality, relevant professional learning** by sharing best practice and delivering joint training for staff and volunteers.
- Collaborate across CLD partnerships** to offer accredited courses for those involved in community learning and development.
- Develop a clear, accredited progression pathway** through the workforce development thematic partnership.
- Provide vocational learning opportunities**, including practice placements for CLD university students.
- Promote CLD Standards Council membership** and support workforce engagement with the Standards Council.

- Encourage skill-sharing** through regional and national CLD networks, events, and collaborative training.
- Respond to current and emerging priorities** across CLD workforce development.
- Build digital competence across the CLD workforce** to support others and use new technologies effectively.
- Expand access to sector-specific qualifications** for staff and volunteers.



Priority 5: Workforce development

Enhancing the skills and capabilities of staff & volunteers in CLD

The following are the projects activities we will undertake over 2025/26 to contribute towards achieve this priority.

Description	Outcome/impact	Measure	Target
Establish Workforce Development Thematic Partnership	Strengthened strategic coordination and shared responsibility for workforce development	Partnership established and active	Operational by end of 2025
Ensure high-quality, relevant professional learning	Increased access to skills and practices to meet changing learner and community needs	Number of joint training sessions delivered	To be determined by ACLDSP and thematic partnership
Collaborate across CLD partnerships	Broader access to accredited courses for CLD practitioners	Number of accredited courses offered across CLD partners	To be determined by ACLDSP and thematic partnership
Promote CLD Standards Council membership	Increased professionalisation and recognition of CLD workforce.	Increase in CLD Standards Council membership across Aberdeen	Year-on-year increase



Priority 6: Collaboration

Strengthen collaboration and shared accountability across Aberdeen's Community Learning and Development partners.

Why is this a Priority?

Collaboration among community learning and development (CLD) partners is a powerful vehicle for fostering social inclusion, enhancing skills, and supporting lifelong learning within communities. By working together, organisations can share resources, avoid duplication, achieve economies of scale, and amplify their positive impact.

What does the evidence say about collaborative working and shared accountability?

HMIE identified the need for a more joined-up approach to self-evaluation and shared data use. This would help avoid duplication, improve resource efficiency, and provide a fuller understanding of CLD's impact.

The Aberdeen CLD Strategic Partnership (ACLDSP) and thematic delivery groups are tasked with shaping delivery plans and contributing to shared evaluation. This structure ensures that governance is not only strategic but also responsive to community realities.

CLD Partners across all CLD strands called for improved shared metrics, and co-produced reporting frameworks. These were seen as essential for transparency, accountability, and continuous improvement.

The [learning-life-report-independent-review-community-learning-development-cld.pdf](#) reinforces that CLD's impact is often under-recognised due to fragmented data and inconsistent outcome measurement. It recommends a national CLD Outcomes and Measurement Framework and highlights the need for consistent data collection and reporting across all providers



Priority 6: Collaboration

Strengthen collaboration and shared accountability across Aberdeen’s Community Learning and Development partners.

Priority

Strengthen collaboration and shared accountability across Aberdeen’s Community Learning and Development Organisations.

Outcome

Improve the ability of the collective CLD partnership to demonstrate progress made to CLD outcomes

Measures

- Shared measures of success set by Aberdeen CLD Strategic Partnership
- Involvement of CLD partners in designing and implementing shared self-evaluation and data gathering systems.
- Evidence of improvement through governance structures
- Increase the number of CLD partners contributing to shared reporting against the Aberdeen CLD Plan.
- Improved accuracy in reporting the impact of CLD outcomes across the city, and our reporting nationally.
- Increased involvement of partners in strategic and thematic groups

What we will do:

- Supporting collaboration through the Aberdeen CLD Strategic Partnership and Thematic groups**
- Enabling representation** from new CLD providers, learners and communities as we work collaboratively
- Building capacity across the CLD partnership** by strengthening how we track, measure, and report on progress.
- Create opportunities for regular collaboration** across CLD partnership to progress CLD priorities
- Being accountable and communicating** what has been achieved to communities, stakeholders, and funders.

- Promote shared self-evaluation** across thematic partnerships using How Good is our CLD (HGIOCLD)
- Collect and review CLD impact and performance** data bi-annually and annually against thematic priorities.
- Extend use of national CLD KPIs** across all partners.



Priority 6: Collaboration

Strengthen collaboration and shared accountability across Aberdeen’s Community Learning and Development partners.

The following are the projects activities we will undertake over 2025/26 to contribute towards achieve this priority.

Description	Outcome/impact	Measure	Target
Supporting collaboration through the Aberdeen CLD Strategic Partnership and Thematic groups	Improve the ability of the collective CLD partnership to demonstrate progress made to CLD outcomes	Shared measures of success set by Aberdeen CLD Strategic Partnership	To be determined by ACLDSP and thematic partnership
Enabling representation from new CLD providers, learners and communities	Increased involvement of partners in strategic and thematic groups	Involvement of CLD partners in designing and implementing shared self-evaluation and data gathering systems	To be determined by ACLDSP and thematic partnership
Create opportunities for regular collaboration across CLD partnership to progress CLD priorities	Increase the number of CLD partners contributing to shared reporting against the Aberdeen CLD Plan	Number of CLD partners contributing to shared reporting	To be determined by ACLDSP and thematic partnership
Promote shared self-evaluation across thematic partnerships using HGIOCLD	Strengthened shared accountability and continuous improvement	Use of HGIOCLD across thematic partnerships	To be determined by ACLDSP and thematic partnership



Priority 6: Collaboration

Strengthen collaboration and shared accountability across Aberdeen’s Community Learning and Development partners.

The following are the projects activities we will undertake over 2025/26 to contribute towards achieve this priority.

Description	Outcome/impact	Measure	Target
Supporting collaboration through the Aberdeen CLD Strategic Partnership and Thematic groups	Improve the ability of the collective CLD partnership to demonstrate progress made to CLD outcomes	Shared measures of success set by Aberdeen CLD Strategic Partnership	To be determined by ACLDSP and thematic partnership
Enabling representation from new CLD providers, learners and communities	Increased involvement of partners in strategic and thematic groups	Involvement of CLD partners in designing and implementing shared self-evaluation and data gathering systems	To be determined by ACLDSP and thematic partnership
Create opportunities for regular collaboration across CLD partnership to progress CLD priorities	Increase the number of CLD partners contributing to shared reporting against the Aberdeen CLD Plan	Number of CLD partners contributing to shared reporting	To be determined by ACLDSP and thematic partnership
Promote shared self-evaluation across thematic partnerships using HGIOCLD	Strengthened shared accountability and continuous improvement	Use of HGIOCLD across thematic partnerships	To be determined by ACLDSP and thematic partnership



Your Place, Your Plans, Your Future

Your Place, Your Plans, Your Future engagement, using the Place Standard Tool, revealed strong support for the proposed CLD priorities, with over 90% of participants endorsing actions such as expanding community-based adult learning, targeted youth programmes, and initiatives to improve health, wellbeing, and employability. Respondents also backed inclusive service design and greater community influence in decision-making. Feedback highlighted the need for practical, locally delivered learning opportunities, better use of community spaces, clearer communication, and more support for marginalised groups. These insights have directly informed the CLD Delivery Plan 2025–2030, ensuring it reflects community priorities and addresses the barriers identified through engagement.

You asked for...	We Are Doing
Clear Volunteer Opportunities	Empowering communities through volunteering, participatory budgeting, and local action groups
Basic Lifelong Learning including digital skills, literacy for life	Support adults to become better skilled, educated, confident, healthy and empowered through Adult Learning
Use of schools in the evenings, evening classes, business input to run these	Maximise use of community spaces to build local capacity and resilience
Volunteering and Training	Expand access to sector-specific qualifications for staff and volunteers
Community Support	Support grassroots initiatives tackling poverty and food insecurity
Local Job Opportunities and Skill-Building Initiatives	Young people are supported into positive destination programmes aligned with growth and volume sectors
Information Dissemination and Community Engagement	Promote community development values, ensuring integrity and duty of care in engagement
Community-Led Initiatives and Lifelong Learning	Co-design Pathways: Develop programmes and volunteering routes with marginalised groups
Community space and social gatherings	Increase access to welcoming, partnership-led spaces for young people

A Statement of CLD needs which will not be met within the period of the Plan



This Plan reflects the current position in Aberdeen, while recognising that unmet needs in service delivery and support may continue to emerge. Through ongoing community engagement and by listening to the voices of learners, we will identify and record these needs. The Aberdeen CLD Strategic Partnership will work collaboratively to explore with thematic partnership how such needs might be addressed. A significant proportion of our provision is delivered through the voluntary efforts of active citizens, both individually and within groups, who play a vital role in identifying and responding to unmet learning needs.

Adult Learning

Descriptor

KPi1 to KPi4 relates to adults involved in adult learning, family learning and capacity building activity through CLD. This may include employability programmes, Literacies, ESOL and personal development work. By awards and wider achievements, we mean those completed.

- KPi1** Number of adults engaged in CLD activity
- KPi2** Number of adults receiving completed nationally recognised awards through CLD activity (SCQF levelled and awards such as Adult Achievement Award including sectional certificates)
- KPi3** Number of adults gaining wider achievement awards, local awards and those not nationally recognised through CLD activity (e.g., Health issues in the Community & Keystone Award)
- KPi4** Number of adults engaged in family learning through CLD activity
- KPi5** Number of children/young people engaged in family learning through CLD activity

Community Development

Descriptor

KPi11 includes – for example – resident groups / early years groups / community councils / groups taking forward community asset transfers and those involved in community health checks, community profiling etc. KPi12 includes those involved in representative structures and which reflect the community empowerment act.

- KPi11** Number of community groups receiving capacity building support through CLD activity
- KPi12** Number of adults and young people taking part in influence an engagement activity through CLD – (including community planning / participatory budgeting / local and national consultations / co-production and influencing service design)

Youth Work

Descriptor

KPi6 to KPi7 and KPi8 relate to children (aged 5 to 9) and young people (aged 10 to 18 – except for those involved in the Duke of Edinburgh Award where the upper age limit is 25). By awards and wider achievement, we mean those completed.

- KPi6** a) Number of children engaged in CLD activity
b) Number of young people engaged in CLD activity
- KPi7** Number of children receiving completed nationally recognised awards through CLD activity
Number of young people receiving completed national recognised award through CLD activity
Number of young people receiving sectional certificates towards above Awards (sectional certificated only to be included if full award not completed)
- KPi8** Number of young people gaining wider achievement awards, local awards and those not nationally recognised, through CLD activity

Wider Engagement

Descriptor

This category includes adults and young people not yet involved in our more regular activity but rather engaged with at events and in one off or initial meetings.

- KPi13** Number of adults and young people reached and engaged with through one-off promotional events / drop-ins / community events / engagements / etc.

Health and Wellbeing

Descriptor

Activity leading to increased confidence / improved self-esteem and other aspects of improved mental health and wellbeing. The exercise is focussed at this stage on numbers - greater impact focus will be achieved through case studies.

- KPi9** Number of adults with improved mental health and wellbeing outcomes through CLD activity
- KPi10** Number of children and young people with improved mental health and wellbeing outcomes through CLD activity.

Appendix 2: National CLD outcomes and National Youth Work Outcomes and Skills Framework

National CLD Outcomes

Outcomes set through a collaborative focus involving Community Learning and Development Managers Scotland (CLDMS) and key partners

Youth Work	Adult Learning	Community Development
1. Young people are confident, resilient and optimistic for the future	1. Adult learners are confident, resilient and optimistic for the future	1. Communities are confident, resilient and optimistic for the future
2. Young people manage personal, social and formal relationships	2. Adult learners develop positive networks and social connections	2. Communities manage links within communities and to other communities and networks
3. Young people create, describe and apply their learning and skills	3. Adult learners apply their skills, knowledge and understanding across the four areas of life	3. Community members identify their capacities, learning and skills, enhance them and apply them to their own issues and needs
4. Young people participate safely and effectively in groups	4. Adult learners participate equally, inclusively and effectively	4. Community members form and participate and effectively equally, inclusively and effectively in accountable groups
5. Young people consider risk, make reasoned decisions and take control	5. Adult learners are equipped to meet key challenges and transitions in their lives	5. Communities consider risk, make reasoned decisions and take control of agendas
6. Young people express their voice and demonstrate social commitment	6. Adult learners express their voices, co design their learning and influence local and national policy	6. Communities express their voice and demonstrate commitment to social justice and action to achieve it
7. Young people's perspectives are broadened through new experiences and thinking	7. Adult learners critically reflect on their experiences and make positive changes for themselves and their communities	7. Community members' perspectives are broadened through new and diverse experiences and connections

National Youth Work Outcomes and Skills Framework

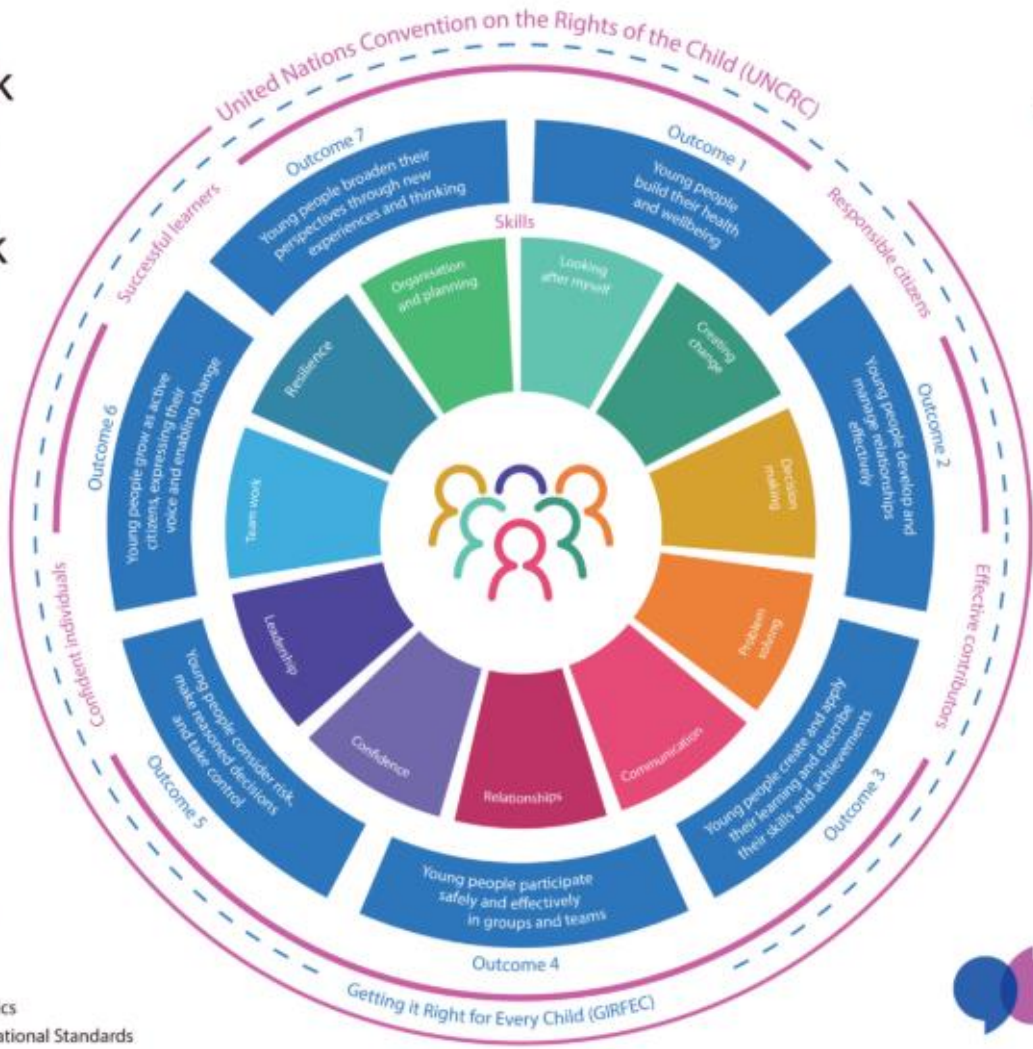
Nature and Purpose of Youth Work:

Youth work is an educational practice that contributes to young people's learning and development. It is an inclusive and empowering approach where:

- The work must build from where young people are
- Young people and youth workers are recognised as partners in a learning process
- Young people choose to participate

Youth Work practice is underpinned by:

- CLD Competences
- CLD Values and Code of Ethics
- Youth Work National Occupational Standards



Youth Work plays a key role in delivering Scotland's national outcomes, in particular:

Children and Young People
We grow up loved, safe and respected so that we realise our full potential

Education
We are well educated, skilled and able to contribute to society

Health
We are healthy and active





Progress Report	Scottish Population Health Framework
Lead Officer	Senior officer
Report Author	Phil Mackie
Date of Report	24/07/2025
Governance Group	CPA Management Group – 13 th August 2025

Purpose of the Report
To introduce the Scottish Government / COSLA Population Health Framework to the CPA Management Group

Summary of Key Information
1 BACKGROUND 1.1 In June 2025, the Scottish Government and COSLA published the national Population Health Framework (PHF). Developed in conjunction with Public Health Scotland and the Scottish Directors of Public Health, the Framework sets out a long term strategy from 2025 to 2035 to restart improvements in life expectancy for the whole population, and especially reducing the life expectancy gap for the 20% of the population in the most deprived communities in Scotland and the nation as a whole. 1.2 This PHF is designed to be inclusive and is aimed at all who have – or consider that they have – a role in building and maintaining good physical and mental health and wellbeing amongst Scottish people. It represents a shift in culture, away from a reliance of treating illness to preventive actions across the whole system to improving health. 1.3 The PHF recognises the significant financial pressures faced by the public sector and society as a whole, some of which affect the resources available to support individuals and services. It also recognises that without rebalancing the financial system and focussing more on prevention the demands on care and treatment services will be unsustainable. 1.4 The development of the PHF was informed by the adoption of four guiding principles that will also guide framework implementation: a) Prioritise creating and maintaining good health and preventing ill health; b) Focus support on the people and communities who need it the most; c) Change systems and environments to support individuals to stay healthy; and d) Deliver through a whole system approach – nationally and locally.

From which five inter-connected drivers were identified that underpin the structure of the framework:

- 1) Prevention Focused System;
- 2) Social and Economic Factors;
- 3) Places and Communities;
- 4) Enabling Healthy Living; and
- 5) Equitable Access to Health and Care.

1.5 The PHF has adopted two initial priorities for the two years 2025 to 2027. These are:

- **Priority 1: Embedding Prevention in our Systems** – Developing mechanisms that prioritise addressing inequalities and improving prevention within planning, delivery, budgets and accountability.
- **Priority 2: Improving Healthy Weight** – Developing a whole system approach to improve food environments; ensure a healthy, balanced diet is accessible and affordable to all; and improve population levels of healthy weight.

1.6 For the period beyond 2027, there are further areas for development associated with each of the 5 inter-connected drivers. In each case the PHF acknowledged what existing action(s) are taking place on which the PHF builds, what actions are needed to be put in place to support change that will sustain the framework. For further detail of these elements, it is best to see the PHF itself. Initial actions associated with each of the 5 inter-connected drivers are shown in Annex 1.

1.7 Finally, it is worth noting that the PHF is supported by what have been called Sector Summaries, short documents that set out the contributions to the delivery of the Framework by given sectors across the system. These summaries cover the contributions to be made by local government; the Scottish NHS, the community and voluntary sector; and the business sector.

2 Delivering Population Health within the Framework in Aberdeen City

2.1 Initial assessment of the PHF suggests that there is an excellent “goodness of fit” with the existing and future arrangements for community planning, integrated health and social care delivery, and wider development and spatial planning.

2.2 With regard to the first priority for 2025-27 within the PHF, Aberdeen City has already made a clear commitment to making the shift towards a more preventative and early interventional approach to its service planning and delivery and as a guiding principle underlying both the existing community planning arrangements and the new arrangements which will create and deliver the updated LOIP 2026-36. Ensuring that the new Prevention funding arrangements benefit action across Aberdeen City

2.3 The second priority around delivering a whole system approach to creating a population with a healthy weight is already being developed across Aberdeen City. However there is an urgent need to translate the existing work to finalise system and service mapping into planned actions across the city. This is being taken forward at pace.

2.4 The focus on reducing inequalities in life expectancy is welcome. Not only has Aberdeen a Health Determinants Research Collaborative, which has embedded

a researcher into each Community Planning OIG, it also is benefitting from the focussed support from the Collaboration for Health Equity in Scotland helping to embed the Marmot Principles into the researched LOIP.

- 2.5 The refreshed LOIP approach for the city embeds the major social determinants of health into its underlying approach. These means that it will provide a focus on: Children, Families and Lifelong Learning; Economic Stability; Communities and Housing; Neighbourhoods and Environment; and Health and Social Care. Aberdeen City has also recently updated its Population Need Assessment in line with the social determinants of health. As such, there is the potential for a clear alignment between PHF and its outcomes and delivering the LOIP in Aberdeen over a similar 10-year timescale.
- 2.6 Initial review of the wider actions embedded in the PHF (See Annex 1) suggests that activities associated with each of these areas is already underway across Aberdeen City. However, ensuring that these are also aligned to the aspirations underpinning the PHF will be required.
- 2.7 In conclusion, Aberdeen City is well placed to adopt and deliver the PHF. However, work will be required to avoid complacency and presume that what is already being delivered is sufficient to achieving the aspirations underpinning the framework. However, Care will be needed to ensure that the framework is wholly aligned to the work of Aberdeen City ensuring that we take the opportunity to ensure that we are working from a strong evidential base and draw on the critical insights of those with lived experiences.

Recommendations for Action

It is recommended that members of the CPA Management Group:

- i) Review and discuss the opportunities presented by the PHF
- ii) Agree to present the PHF and the reflections of the CPA MG to the CPA Board recommending that the relationship between the PHF and the LOIP 2026-36 are explored and any necessary actions to ensure alignment are identified and taken.

Opportunities and Risks

None Identified with the presentation of the paper

Consultation

Alison Swanson, NHS Grampian PH Directorate.

Background Papers

- [Scotland's Population Health Framework](#)
- [Scotland's Population Health Framework: supporting sector summaries - local government](#)
- [Scotland's Population Health Framework: supporting sector summaries - the NHS](#)

- [Scotland's Population Health Framework: supporting sector summaries - community and voluntary sector](#)
- [Scotland's Population Health Framework: supporting sector summaries - the business sector](#)
- [Population Need Assessment 2025](#)

Contact details:

Name	Phil Mackie
Title	Consultant in Public Health / Prevention Lead AC HSCP
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Annex 1: Population Health Framework Actions

Prevention Focused System
Preventative Investment Develop new approaches to resource allocation that support prevention across health and other public services.
Accountability Improve whole system accountability for primary prevention.
Health in All Policies Develop and implement a 'health lens approach' to impact assessment.
Community Planning Strengthen collective leadership and shared accountability to improve local outcomes and address inequalities through a refreshed focus on the role of Community Planning Partnerships.
Collaboration for Health Equity in Scotland Introduce Marmot Places in Scotland, a place-based model of cross-agency working that seeks to reduce the social determinants of ill health within specific localities.
Digital Population Health Ensure digital opportunities are maximised to improve the prevention of poor mental and physical health.
Research and Innovation Support research and innovation that improves the prevention of ill health.
Evaluation and Learning Develop a comprehensive evaluation and monitoring approach to measure the impact and value of the Population Health Framework.

Social and Economic Factors
Early Years and Child Development Take action to reduce the proportion of children with developmental concerns at 27-30 months, including reducing inequalities.
Education Develop and deliver a Public Health Approach to Learning.
Economic Activity Publish a Health and Work Action Plan.
Income Maximisation Improve opportunities to ensure that all individuals who require income assistance can access support.
Community Wealth Building Advance community wealth building in Scotland to address economic and wealth inequality by supporting the generation, circulation and retention of more wealth in local economies.

Places and Communities
Community and Voluntary Sector Build a resilient and sustainable community and voluntary sector that supports the creation of healthy communities.
Social Prescribing Develop a National Social Prescribing Framework for Scotland.
Planning Embed health and wellbeing considerations into the development and delivery of Local Development Plans (LDPs).
Housing Support the contribution of better housing to health.
Climate Change and Nature Maximise efforts to tackle the climate and nature emergencies given the close links between environmental and human health.

Enabling Healthy Living
Food Environment and Nutrition Publish a two-year implementation plan of preventative action to improve the food environment, diet and healthy weight.
Physical Activity Implement the evidence-based physical activity policy actions in the National Physical Activity for Health Framework.
Tobacco Free Generation Deliver the initial two-year Tobacco and Vapes Implementation Plan, including legislation to create a tobacco free generation.
Drugs and Alcohol Publish an Alcohol and Drugs Plan, building on progress made by the National Mission on Drugs, to reduce alcohol and drug related harms and deaths.
Preconception and Pregnancy Reduce health harming risks during preconception and in pregnancy.
Healthy Digital Use Develop a robust approach to reducing health harms associated with the digital environment.
Gambling Harm Progress interventions to reduce gambling harms as the Gambling Levy comes into operation.

Equitable Health and Care
Healthcare Inequalities Develop a Healthcare Inequalities Action Plan.
Vaccination and Immunisation Deliver the actions of the Scottish Vaccination and Immunisation Programme (SVIP) 5 Year Framework and Delivery Plan (2025-2030).
Screening Innovate and improve screening and early detection of disease.
Health Protection Support better health protection in Scotland.
Sexual Health and Blood Borne Virus Progress delivery of improvements to sexual health and wellbeing.

Progress Report	CPA Improvement Programme Quarterly Update and Appendices
Lead Officer	Michelle Crombie, Strategic Lead, Prevention and Community Empowerment
Report Author	Michelle Crombie
Date of Report	6 August 2025
Governance Group	CPA Management Group – 13 August 2025

Purpose of the Report

To compare the Scottish Just Transition Commission's Theory of Change with the Aberdeen Local Outcome Improvement Plan 2016-2026.

Summary of Key Information

1 Background

1.1 The [Scottish Just Transition Commission](#) (JTC) is the Scottish Government's independent advisory board on the just transition in Scotland. In June, Aberdeen City Council's Strategy Board considered the Just Transition Commission [Briefing on Aberdeen and the North East](#). The briefing sets out the challenges faced by the area as we transition from the oil and gas industry. The key messages of the briefing are:

- There is no transition plan for oil and gas workers in Aberdeen and the North East.
- Accelerated deployment of offshore clean energy is essential and employment in the offshore wind and associated transition industries must be made more attractive.
- We need a clear plan for building up the domestic supply chain and manufacturing for renewables to mitigate the loss of livelihoods.
- The transition plan for the North Sea should establish diverse pathways to new roles for oil and gas workers, including renewables, decommissioning and retrofit.
- There is a need for proactive engagement with workers and communities most impacted on the transition to ensure they are aware of the implications and are involved in building a unified vision for a fair, low emission future.
- The UK Government and Scottish Government must work together to ensure we retain and develop the skilled workforce required for the transition.

1.2 The Strategy Board also considered [A case study for the North East of Scotland](#) which was commissioned by the Just Transition Commission to examine the critical considerations for regional Just Transition planning in the North East of Scotland.

2 Aberdeen City Just Transition Planning

2.1 A significant concern highlighted within both reports is the lack of a plan to manage the fair transition away from the oil and gas sector in Aberdeen and the North East to mitigate potential job losses and negative impacts on communities.

2.2 The case study for the North East makes the case for Aberdeen to have a special status similar to the European territories that have been selected to produce a territorial just transition plan and have access to a just transition fund. The case study includes four examples of Territorial Just Transition Plans:

[Denmark](#)

[Ireland](#)

[Netherlands](#)

[Austria](#)

2.3 An analysis of common themes across the four plans is available here [Common Themes Across EU Just Transition Territorial Plans.pdf](#) and summarised below.

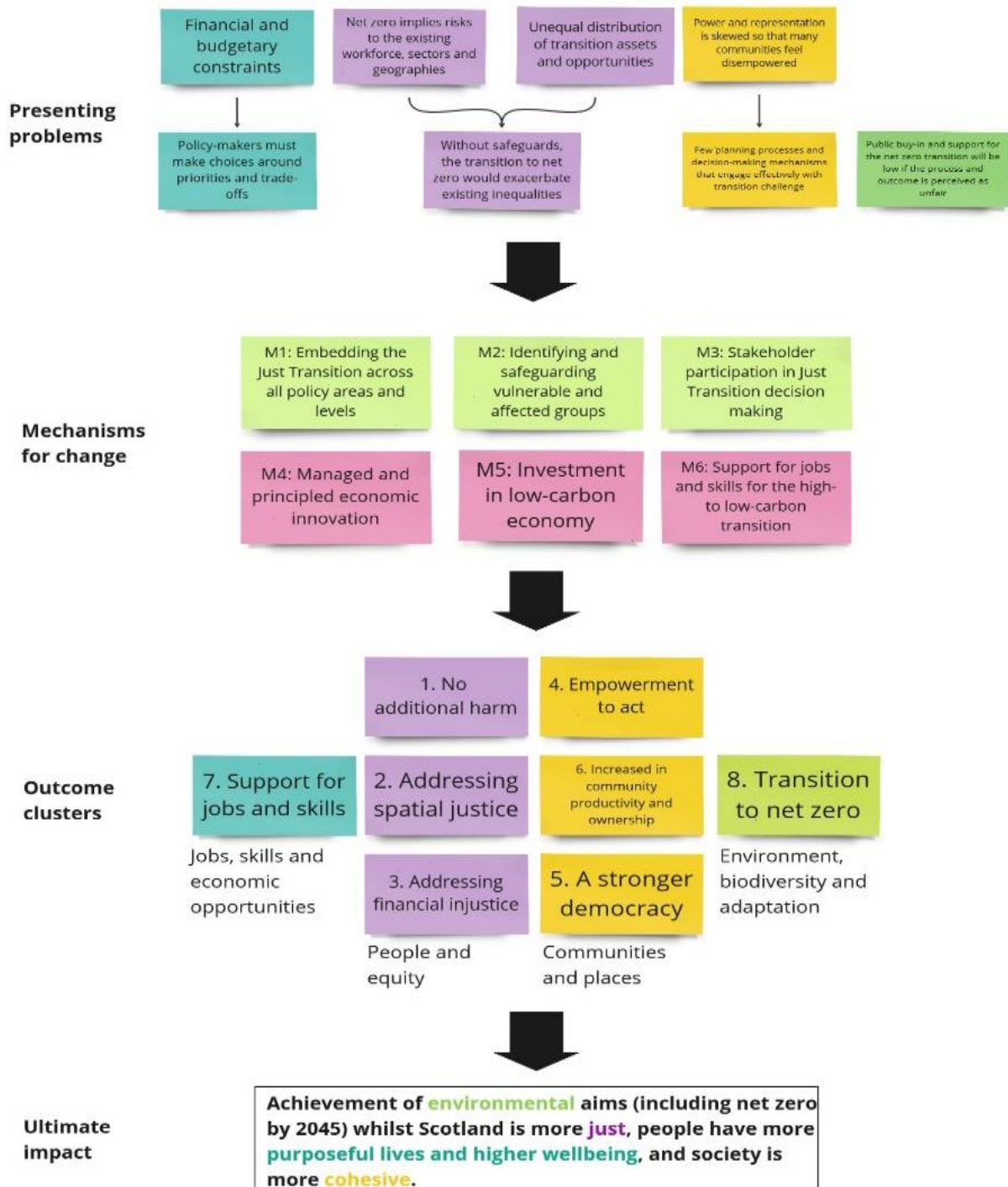
- Common themes across the four plans include:
Commitment to Social Fairness and Inclusivity
- Ensuring no workers, communities, or vulnerable groups are left behind in the green transition
- Protecting and supporting workers from carbon-intensive sectors through reskilling, upskilling, and re-employment assistance
- Engaging local communities, trade unions, businesses, and civil society in planning and implementation
- Focusing on equity for vulnerable groups, including low-income households, older workers, women, and rural areas
- Economic Diversification and Regional Resilience
- Reimagining regional economies to reduce dependence on fossil fuels
- Investing in clean technologies, renewable energy, sustainable agriculture, and the circular economy
- Leveraging national strengths (e.g. Denmark's wind energy, the Netherlands' agritech, Ireland's bioeconomy, Austria's tourism)

2.4 The Strategy Board discussed the potential for the Aberdeen City Local Outcome Improvement Plan (as well as underpinning locality plans and supporting partner plans and strategies) to serve as Aberdeen's Just Transition Plan, given it covers economic, environmental and social outcomes.

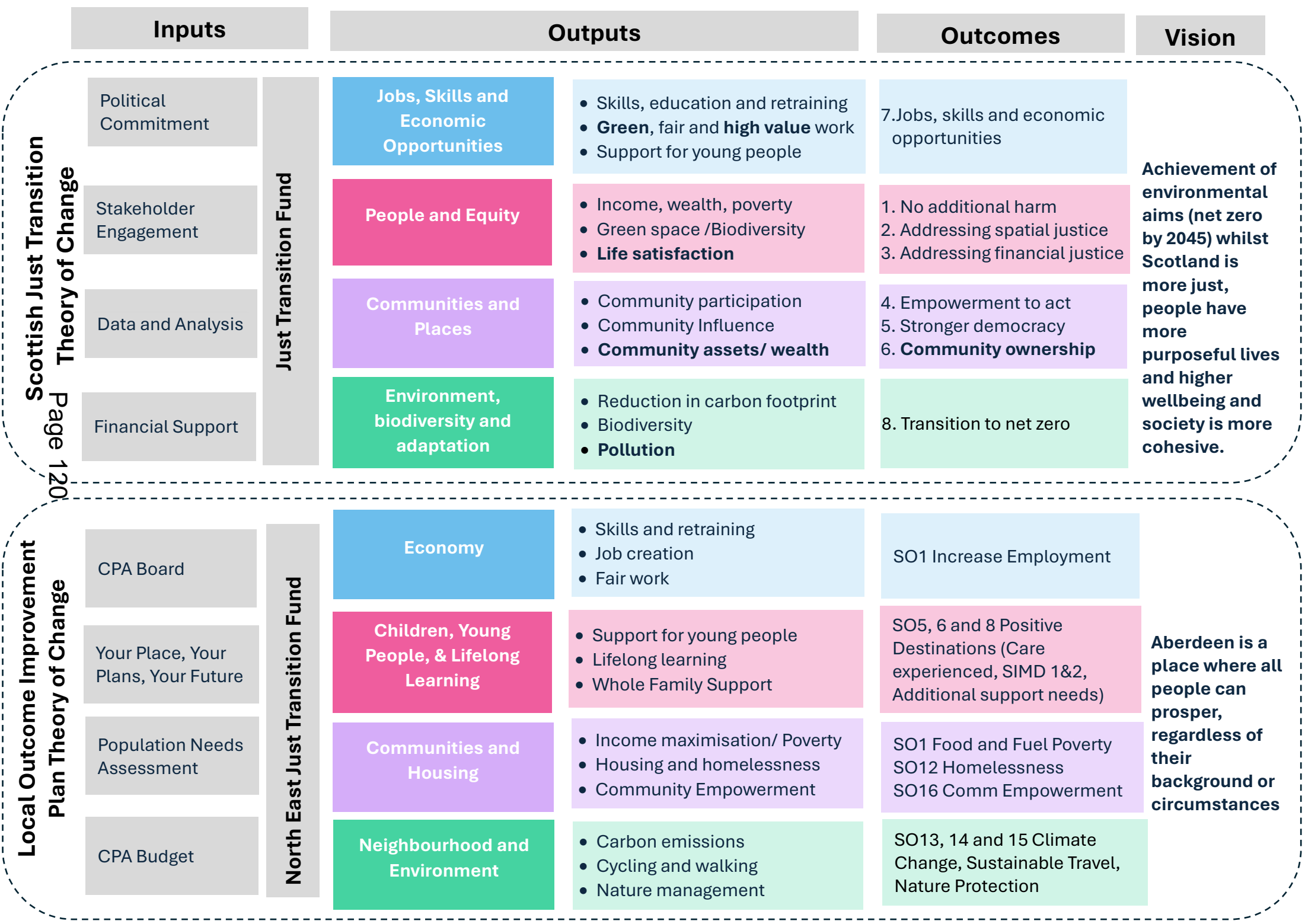
2.5 The Just Transition Commission's [Measuring and Evaluating Success in the Scottish Just Transition](#) includes a high level theory of change for achieving a

just transition in Scotland. This has been compared to the overarching theory of change within the Aberdeen City Local Outcome Improvement Plan 2016-26.

Figure 3: The Scottish Just Transition Theory of Change



2.6 To aid in making the comparison, the theory of change for the Scottish Just Transition and the Local Outcome Improvement Plan are presented in a similar format overleaf.



- 2.7 The high level comparison demonstrates that the Aberdeen City Local Outcome Improvement Plan aligns well to the Scottish Just Transition Theory of Change. Areas that are potentially missing from the current Local Outcome Improvement Plan, or that need to be strengthened, are highlighted in bold above and include:
- Green and high value work
 - Life satisfaction (Beyond support for mental health)
 - Community assets and wealth building/ community ownership
 - Pollution
- 2.8 The Local Outcome Improvement Plan is being renewed for the period 2026-36 and these areas could be addressed as part of the development process. In addition, from reviewing the just transition literature, it is proposed that greater attention may need to be given to the following areas if the revised LOIP if it is to serve as the City's Just Transition Plan:
- General use of language and emphasis on supporting energy transition.
 - Investment in infrastructure – transport and digital networks to support new economic activity.
 - Heat and energy efficiency to tackle poverty.
 - Role of locality planning and community engagement in just transition.
 - Engagement with the oil and gas workforce (56% oil and gas respondents reported that they had not heard of the term 'Just Transition' before.
 - Working with private sector and communities to address perceptions re. reluctance in the renewables sector to hire oil and gas workers, pay disparity between renewables and oil and gas, and concerns about skill transferability and over-qualification.
 - Inclusion of Just Transition Skills Hub partnership with Shell, Barclays, BITC
 - Community Wealth Building – role for Scottish Enterprise
- 3 Next Steps**
- 3.1 The proposals within this report will feed into the development process for the Local Outcome Improvement Plan for 2026-36 which is currently.

Recommendations for Action

It is recommended that the CPA Management Group:

- Notes the alignment of the current Local Outcome Improvement Plan to the Scottish Just Transition Theory of Change;
- Supports the proposal that the revised LOIP 2026-36 will be developed and presented as Aberdeen's Local Just Transition Plan; and
- Agrees that an intention to do so will be communicated at the Community Planning Aberdeen Conference on 27 August 25.

Opportunities and Risks

Aberdeen stands at a pivotal juncture in shaping its future by aligning two critical agendas: the Local Outcome Improvement Plan (LOIP) and a Just Transition. By leveraging existing structures, partnerships, and community strengths, Aberdeen can ensure that its transition to a sustainable future is one that leaves no one behind. This alignment maximises resources, embeds social justice, and supports economic resilience at a time when this is more vital than ever. In adopting the LOIP as the Aberdeen Just Transition Plan, the city signals its commitment to delivering a future that is fair, inclusive, and sustainable—for all people and communities of Aberdeen.

Consultation

Consultation on the proposals within this report have taken place with:
Aberdeen City Council's Strategy Board
Matt Lockley and Jamie Bell, Scottish Enterprise
Daria Shapovalova and Prof John Bone, University of Aberdeen (Authors of the Just Transition Commission Case Study for the North East).

Background Papers

[Refreshed LOIP 2016-26](#) and
Refreshed [Central Locality Plan](#), [North Locality Plan](#) and [South Locality Plan](#)

Contact details:

Name	Michelle Crombie
Title	Strategic Lead, Prevention and Community Empowerment
Email Address	mcrombie@aberdeencity.gov.uk

Embedded Researcher 3-month review meeting

24 June 2025

In attendance: Angela Scott; Duncan Abernethy; William Ball; John Bone; Zoe Skea; Clair-Woods Brown; Sarah McGarrol; Kathryn Martin; Grace Milne; Chris Parker; James Simpson; Miriam Brazzelli; Claire Wilson; Paul McNamee; Martin Murchie; Alison Macleod; Daniel Crabtree.

Key Discussion Points

1. Understanding Roles and Context

- Embedded Researcher (ERs) have spent time understanding the structure and function of Outcome Improvement Groups (OIGs).
- Emphasis on the importance of understanding the broader system and how ERs can contribute.
- Need for clearer communication and shared language between ERs and OIGs.

2. Communication and Collaboration

- Importance of engaging in conversations with improvement project teams.
- Barriers include excessive use of acronyms and large volumes of reading material.
- Suggestion to create more opportunities for dialogue and shared understanding.

3. Council Engagement

- ERs act as connectors between the Council and HDRCA and academic colleagues.
- Need for ERs to better understand Council levers and services.
- There are lots of opportunities for OIGs to engage with ERs.

4. Research and System Change

- OIGs are exploring how research can support system-level interventions.
- Encouragement for use of evidence to drive bold changes.
- OIG LOIP refresh workshops will help visualize practical application of ERs.
- Request for ERs to identify disruptive population-based interventions that can be implemented into practice.

5. Project Planning and Timelines

- ERs would benefit from a clearer overview of OIG timelines and activities.
- Suggestion to schedule ER presentations aligned with OIG events.
- Interest in learning about other OIGs and identifying overlaps.

Action Items

- ERs to be provided with monthly HDRCA updates for presenting to their OIGs
 - Dan to consult with OIG chairs and lead contacts regarding a regular ER agenda slot
- ERs to share relevant development opportunities with OIGs (i.e. workshops/webinars)
- Dan to draft ER project briefing to share with Community Planning Partnership
- Dan to draft ER project interim report for October 2025

Next Meeting

- 6-month review (date tbc)



Progress Report	CPA Improvement Programme Quarterly Update and Appendices
Lead Officer	Michelle Crombie, Strategic Lead, Prevention and Community Empowerment
Report Author	Allison Swanson, Community Planning and Improvement Manager
Date of Report	24 July 2025
Governance Group	CPA Management Group – 13 August 2025

Purpose of the Report

This report provides an update on the progress towards the 16 Stretch Outcomes and 97 improvement projects within Local Outcome Improvement Plan (LOIP).

Summary of Key Information

BACKGROUND

- 1.1 The refreshed Aberdeen City Local Outcome Improvement Plan (LOIP) was approved by Community Planning Aberdeen Board on 29 April 2024. Within the refresh LOIP there are 16 stretch outcomes which break down the overarching vision for Aberdeen as ‘a place where all people can prosper’ into specific, measurable improvement aims for 2026.
- 1.2 For each stretch outcome, there are a number of shorter term improvement projects which have been identified to deliver the longer terms outcomes. Within the refreshed LOIP there are 97 improvement aims and therefore providing a sharpened focus on areas which require collaboration from partners and application of improvement methodology.
- 1.3 The LOIP is complemented and underpinned by three Locality Plans which describe the Partnership’s asset based approach to working with communities to harness the skills, knowledge, experience and ideas of communities in tackling priority issues. Through the Locality Plans, our communities have said what is important to them and what their priorities for improvement are. In all cases, there is a link between the aspirations of communities to the improvement aims within the LOIP and these connections are detailed in the Improvement Programme, as well as the Locality Plan.

CPA IMPROVEMENT PROGRAMME 2024-26 – 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 Of the 97 aims, 85 are continuing/live, 9 have ended and 3 are to be initiated.

NEW PROJECT CHARTERS

2.3 As per the schedule agreed by the CPA Management Group, a further 2 new project charters were due to this meeting. Neither have been received and the reasons for this detailed below.

Ref	Improvement Aim	Project Manager	Charter Status
2.8	Support 25 individuals to gain employability skills via volunteering opportunities by 2026	TO BE CONFIRMED	Charter delayed for a fifth meeting. Despite efforts a lead for this project has not been identified.
9.4	Increase to 80% the number of community justice clients completing exit questionnaires with 90% of those showing an improvement by 2026.	Health and Social Care Partnership, Justice Social Work, Hazel Flett	Community Planning Aberdeen considered charter and agreed that this was currently single system activity and for that to actioned within the Justice Social Work Delivery Plan and that the Community Justice Group report back at point multi-agency activity was ready to progressed. It was agreed that there was multi agency activity in relation to showing improvement in the various areas recorded within the exit questionnaire.
12.9	Increase accessibility to a wider range of housing options to people at risk of homelessness.	Aberdeen City Council, Mel Booth	A workshop has been held on 25th June and outputs from CHI received. Ambitious proposals developed from that are expected to be embedded within the new 10 year LOIP refresh and 5 year Local Housing Strategy.

IMPROVEMENT PROJECT AIMS ACHIEVED

2.4 The table below provides a breakdown of the number of aims to achieved per year and our progress towards that.

Year	Number of aims to be achieved	No. of aims achieved
2024	10	7
2025	25	10
2026	62	15
Total	97	32

2.5 Once a project has achieved its aim or the date for the aim to be achieved has been reached a project end report is required to be submitted to the CPA Management Group and Board. This is to ensure that the outcomes of the projects are being reviewed in all circumstances and next steps considered. There were 10 aims to be achieved by 2024. 8 project end reports for 2024 have been approved and the other two are being drafted. Aims with a 2025 and 2026 end date are progressing.

NEXT STEPS

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

Recommendations for Action

It is recommended that the CPA Management Group:

- i) note and consider the overview of progress towards the 16 Stretch Outcomes and 97 improvement projects as contained at Appendix 1, with a focus on those projects with a red ragged status and determine any mitigating actions required prior to submission to the CPA Board;
- ii) approve the proposed rescheduling of the new charters, as detailed at paragraph 2.3 which were due for consideration today.

Opportunities and Risks

Successful delivery of the revised LOIP 2016-26 requires a robust programme management approach to the delivery of the 97 improvement aims. 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. The process for project leads to connect with communities, provides communities with a number of options for ways to get involved and to be supported where required.

Consultation

Michelle Crombie, Strategic Lead, Prevention and Community Empowerment
CPA Outcome Improvement Groups
CPA Lead Contacts Group
CPA Management Group

Background Papers

[Refreshed LOIP 2016-26](#) and
Refreshed [Central Locality Plan](#), [North Locality Plan](#) and [South Locality Plan](#)

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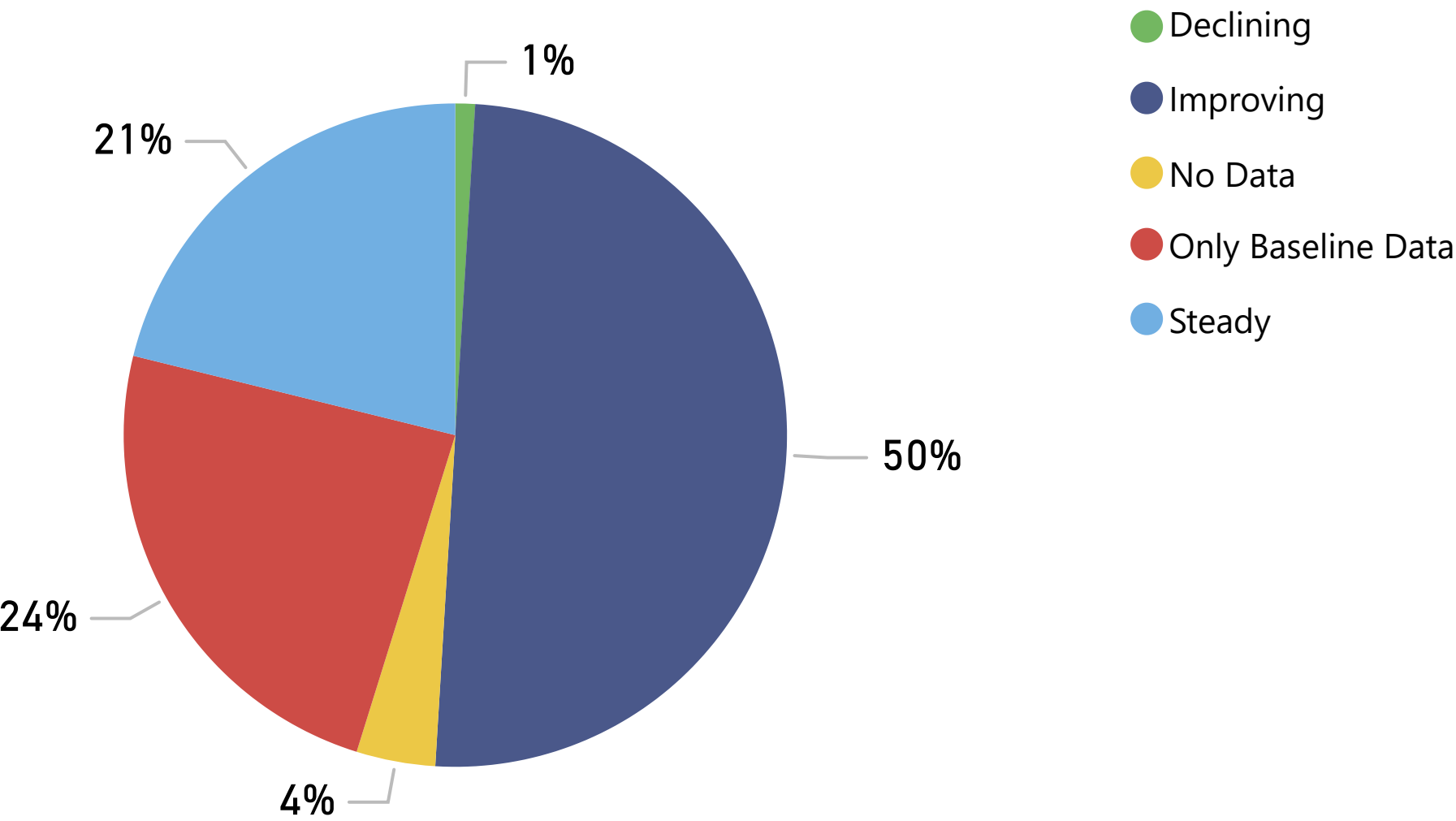
Overview of Progress to Date

No. of 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
97	85	32	9	3	0	15

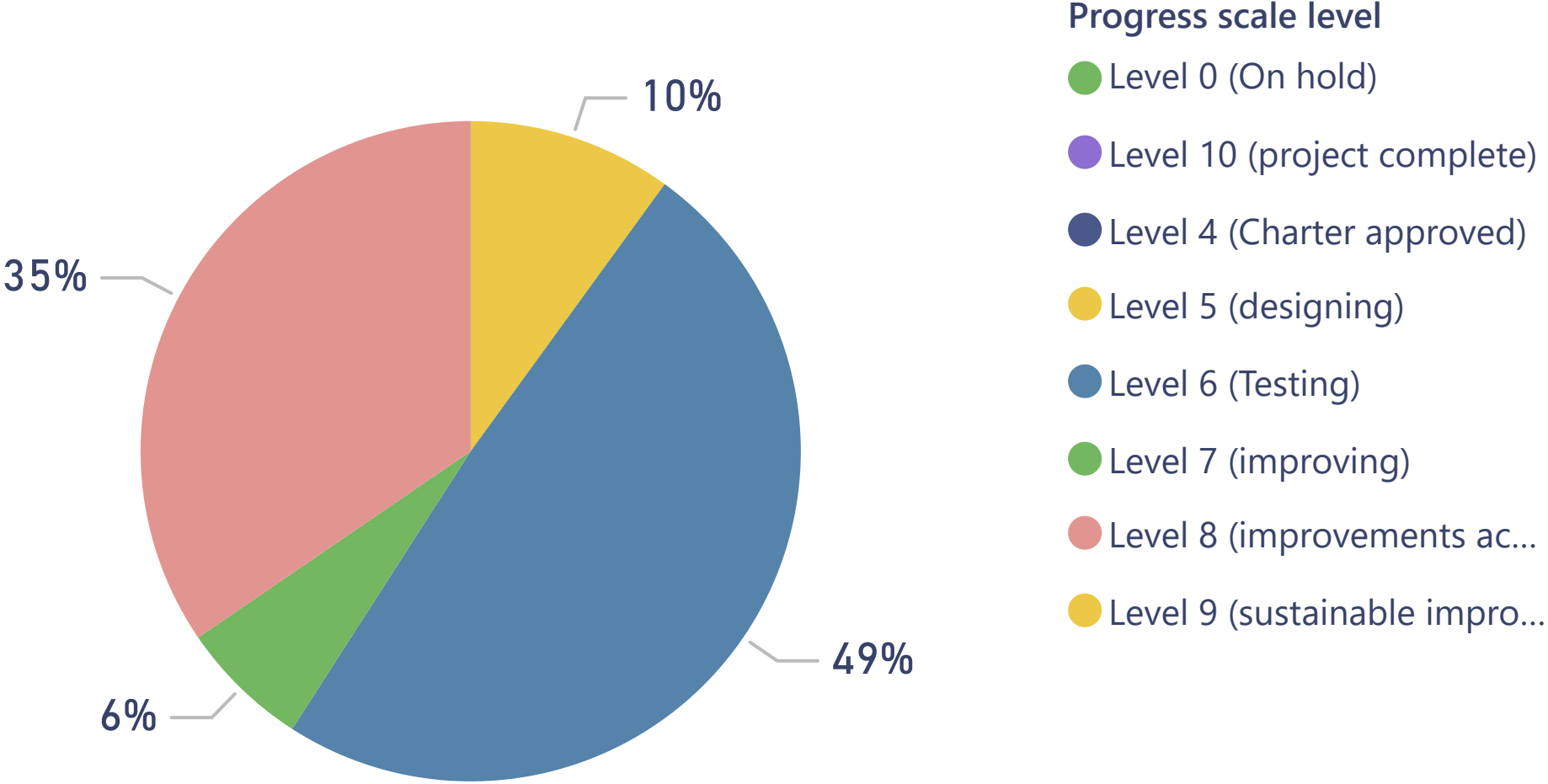
Overview of Progress by Outcome Improvement Group

Index	OIG	No. of Project Aims	No. of Live Project Aims	No. of New Charters Submitted	No. of New Charters still to be submitted	No. of new/revise d charters postponed	No. of Aims Achieved
	Total	97	85	0	3	3	32
1	Anti-Poverty	5	5	0	0	0	3
2	Aberdeen Prospers	8	7	0	1	1	4
3	Children's Services	32	23	0	0	0	15
4	Community Justice	10	9	0	0	0	1
5	Resilient, Included & Supported	8	8	0	1	1	4
6	Alcohol and Drugs Partnership	7	7	0	0	0	2
7	Homewards Aberdeen Coalition	9	8	0	1	1	0
8	Sustainable City	12	12	0	0	0	2
9	Community Empowerment Group	6	6	0	0	0	1

Percentage of Live Projects by Aim Trend



Percentage of Projects by Progress Scale



Stretch Outcomes 1-8: Current Status

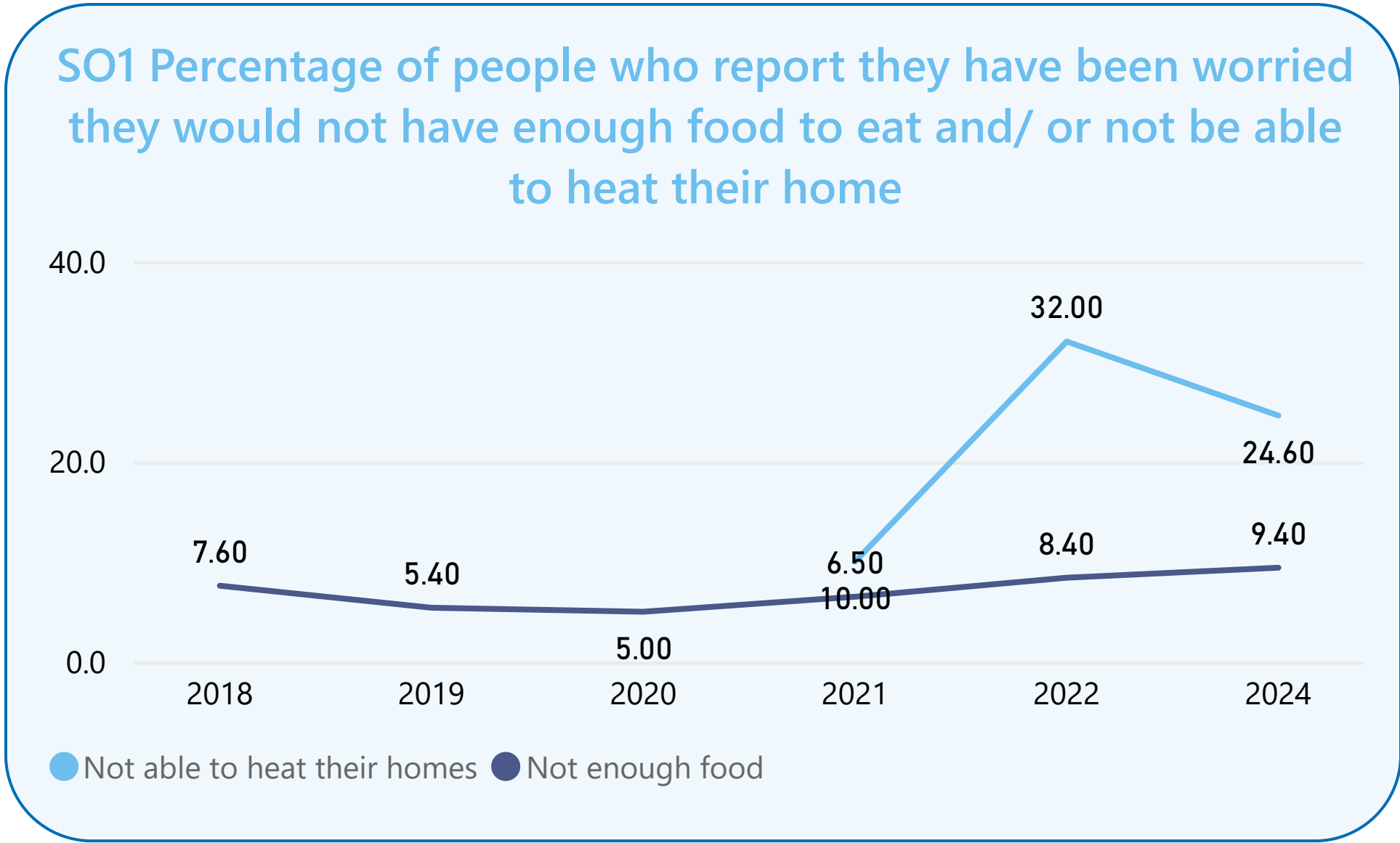
Overall Rag Key ● On track ● Off track ● At risk

SO	Stretch Outcome	SO Trend	No of LOIP Aims	No. of Live Aims	% of New/ Continuing Charters Approved	No. of Aims Achieved	Overall RAG	Summary and reason for Overall Status
1	20% reduction in the percentage of people who report they have been worried they would not have enough food to eat and/ or not be able to heat their home by 2026.	➡	5	5	80	3	●	All projects progressing. 3 aims achieved
2	74% employment rate for Aberdeen City by 2026.	⬆	8	7	88	4	●	Stretch Outcome achieved with a 75% employment rate for 2024. Of the 8 charters, 7 are progressing, with 4 aims achieved. Submission of 2.8 has been delayed for a further meeting.
3	95% of all children will reach their expected developmental milestones by their 27-30 month review by 2026	⬇	5	5	100	2	●	89.8% of children assessed at their 27-30 months met their developmental milestones in 2022/23 up from 87.4% in 2021/22. 67.4% of eligible children assessed in 2022/23, down from 78% in 2021/22 Latest information on the projects still indicates positive improvements or steady progress. 3.3 and 3.4 have been achieved.
4	90% of children and young people report they feel listened to all of the time by 2026.	⬆	5	5	100	1	●	The progress of Projects 4.1/4.2 and 4.3 is currently under review with next steps intended to inform priorities for LOIP 2026/36. Projects 4.4 and 4.5 continue to show positive progress with the Health and Wellbeing Survey for academic year 2024/25 showing improvements in young people reporting they feel both safe and confident
5	By meeting the health and emotional wellbeing needs of our care experienced children and young people they will have the same levels of attainment in education and positive destinations as their peers by 2026.	⬆	5	5	100	3	●	Projects are all progressing with exception of 5.2 (linked to 4.3) There have been positive improvements in a number of areas, including the number of young CE Young Parents. Projects 5.1 and 5.3 have now concluded and Project End Reports approved.
6	95% of children living in our priority neighbourhoods (Quintiles 1 and 2) will sustain a positive destination upon leaving school by 2026.	⬇	6	6	100	4	●	Latest data (2022/23) shows that the sustained positive destinations for children in SIMD1 have decreased by 2.1% (85%-82.1%) and 5% for SIMD 2 (88.6%-83.6%) since 2021/22. (Scottish Follow Up Leaver Destinations Report (June 2024) . 3 of the SO6 Projects have been achieved with project end reports approved. The project Team responsible for project 6.6 are currently drafting a project end report having achived their aim, this will be provided to CPA Board in due course
7	83.5% fewer young people (under 18) charged with an offence by 2026.	➡	5	5	100	4	●	Latest data for 2022/23 shows 590 under 18s were accused of an offence up from 546 in 2021/22, an 8% increase. All projects are now making positive progress with project 7.2 approved at the March CPA Board and project 7.4 having achieved its aim, though the project will progress to the end of 2025 to test sustained changes
8	100% of our children with Additional Support Needs/disabilities will experience a positive destination.	➡	6	6	100	2	●	The sub group responsible for this Stretch Outcome does not currently have a lead, however all projects are now progressing positively or have come to a conclusion. There has been a slight increase of 1% in the number of leavers with ASN/Disabilities achieving a positive and sustained destination, from 91% to 92% for those leaving in academic year 2022/23

Stretch Outcomes 9-16: Current Status							Overall Rag Key		On track	Off track	At risk
SO	Stretch Outcome	SO Trend	No of LOIP Aims	No. of Live Aims	No. of Aims Achieved	% of New/ Continuing Charters Approved	Overall RAG	Summary and reason for Overall Status			
9	10% fewer adults (over 18) charged with more than one offence by 2026	↑	10	9	1	80	On track	Stretch outcome achieved. 9.6 and 6.10 new PM to be confirmed number of updates due.			
10	Healthy life expectancy (time lived in good health) is five years longer by 2026.	→	8	8	4	100	On track	All charters progressing, four aims have been achieved.			
11	Reduce the rate of both alcohol related deaths and drug related deaths by 10% by 2026.	→	7	7	2	100	At risk	Projects progressing, update as detailed			
12	Reduce homelessness by 10% and youth homelessness by 6% by 2026, ensuring it is rare, brief and non-recurring with a longer term ambition to end homelessness in Aberdeen City.	↓	9	8	0	80	On track	1 charter due, but delayed. All live projects progressing.			
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	↑	4	4	1	100	On track	2 of the 4 projects are progressing. 13.2 impacted by PM focusing on another project and 13.1 progress stalled.			
14	Increase sustainable travel: 38% of people walking; 5% of people cycling and wheeling as main mode of travel and a 5% reduction in car miles by 2026.	→	3	3	0	100	On track	All projects progressing			
15	26% of Aberdeen's area will be protected and/or managed for nature and 60% of people report they feel that spaces and buildings are well cared for by 2026.	↑	5	5	1	100	On track	3 of the live charters are progressing. 15.1 and 15.2 update awaited			
16	50% of people report they feel able to participate in decisions that help change things for the better by 2026.	→	6	6	1	100	On track	All projects progressing.			

Stretch Outcome 1: 20% Reduction in the percentage of people who report they have been worried they would not have enough food to eat and/or not be able to heat their home by 2026

Overall Progress



Chair of the Anti Poverty Group - Michelle Crombie, ACC July 2025 Progress Report

Stretch Outcome

Data from the City Voice in June 2024, shows:

- 9.4% of City Voice respondents reported they were worried they would not have enough food to eat – up from 8.4% in December 2022 and 24.6% of City Voice respondents reported they were worried they would not be able to heat their home – down from 32.0% in December 2022.

Project Aim Status

Project Ref.	Project Aim	Project Aim Trend	Project Manager	Project Progress RAG
1.1	Increase to 94% the number of homes (social housing) that meet an EPC rating of C or better by 2026.	↑	ACC, Mark Shaw	★
1.2	10% of people seeking fuel poverty support are no longer in fuel poverty by 2026.	↑	SCARF, Dave Sims	★
1.3	Increase the number of people referred from food banks to cash first initiatives by 10% by 2026.	↑	Cfine, Graeme Robbie	●
1.4	Increase the uptake of unclaimed benefits across Aberdeen City by 10% by 2025.	↑	ACC, Angela Kazmierzak	★
1.5	Ensure 100% of those assessed as homeless are offered a financial assessment to check they are accessing all appropriate benefits by 2025	➡	ACC, Angela Kazmierzak	●

1.2 Fuel Poverty Aim achieved.

Above 10% increase continues to be sustained. 296 enquiries to SCARF for fuel support between Dec 24- March 2025, of which 187 (63%) were in fuel poverty and 28% removed from fuel poverty following the enquiry/support. This is mainly due to funding from Cost of living fund along with the Scarf voucher fund from the redress funding. 6 months of redress funding still available along with more cost of living funding. We have increased our partnership with access to funding of the Scarf Fuel fund in Aberdeen and across Scotland which has helped with increased visibility and the funds availability to help communities.

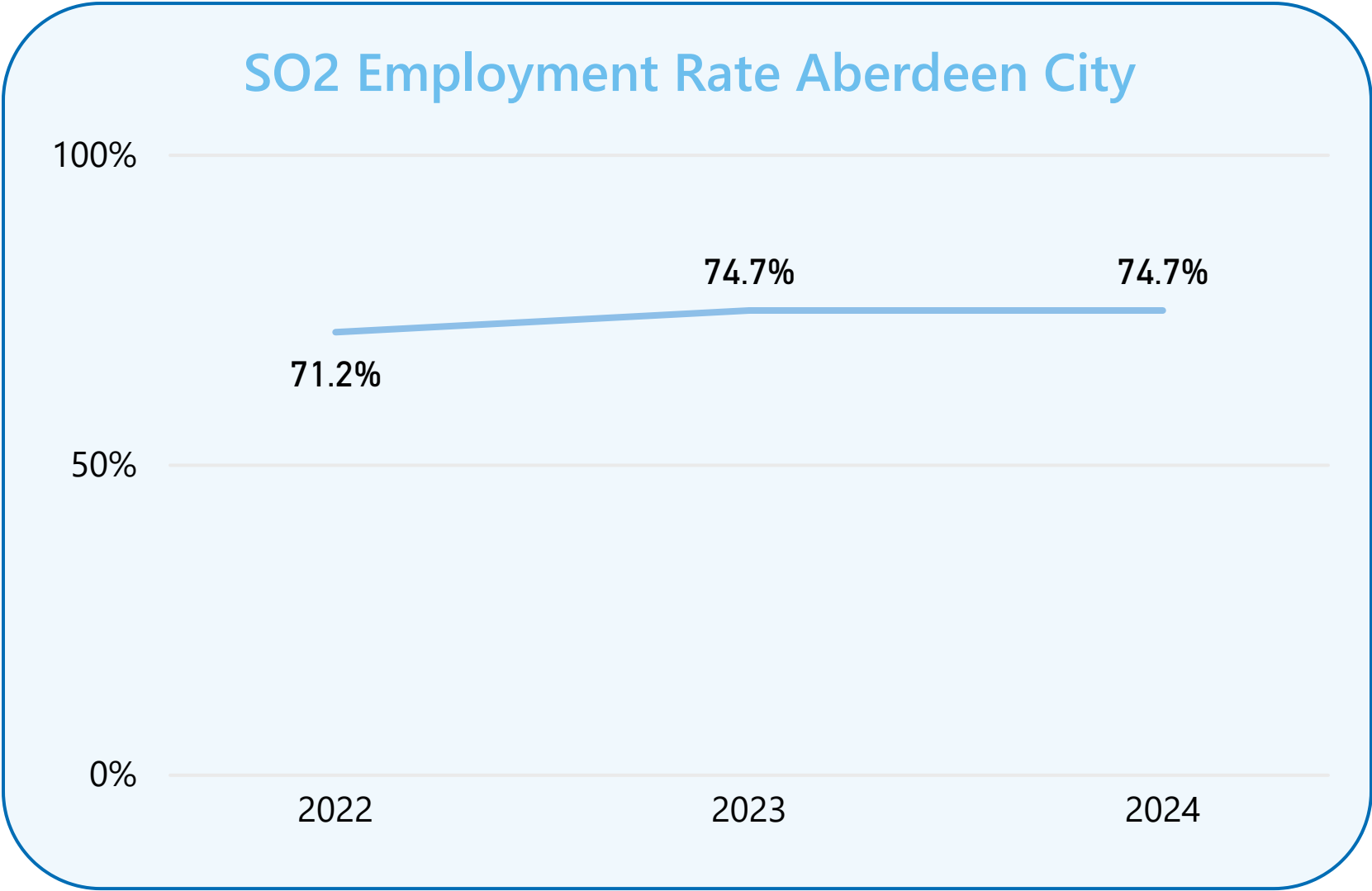
1.3 Cash First Initiatives

Progress continues to be made, and on track to achieve aim. Between January to June 2025, the Cash First Crisis fund has supported 87 individuals, with £42,205 of financial support provided. Early data indicates a positive impact, with 94% of people who received cash payments, seeing a reduction in the need for a food bank. However, caution should be taken on linking this solely to the cash payments; a key component of the intervention providing wrap-around services which tackle underlying causes. This has been identified as a crucial factor in the cash first approach – meaning ‘cash first, not cash only’.

People who receive the cash payments are not necessarily using them to buy food, but rather pay off debt, support a return to employment, and manage bills and utilities, to name a few. In recent months, the proportion of people using the money for food has increased, however the majority of the cash is used for non-food support. The overall demand for emergency food continues to be extremely high, with CFINE’s food bank regularly exceeding 5,000 food parcels per month.

Stretch Outcome 2: 74% employment rate for Aberdeen City by 2026

Overall Progress



Project Aim Status

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Project Ref.	Project Aim	Project Aim Trend	Project Manager	Project Progress RAG
2.1	Support 25 people from ethnic minorities into sustained, good quality employment by 2026	○	GREC, Ross Mackay/Maria Jose Pavez	●
2.2	Support 25 people into good quality jobs within Health and Social Care by 2026.	○	NHSG, Gerry Lawrie	●
2.3	Increase employer sign up to the Real Living Wage by 5% year on year to 2026 to achieve Real Living Wage City Status by 2026.	↑	Scottish Enterprise, Martin Barry	★
2.4	Support 100 people into sustained, good quality employment by 2026, with a particular focus on those from priority neighbourhoods and people over 50.	↑	Skills Development Scotland, Nicola Graham	★
2.5	Supporting 100 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 2026.	↑	Business Gateway, Kirstie McLaughlin	★
2.6	Support 40 young parents in training and/or employability provision by 2026	↑	ACC, Jo-Ann De-Sykes	●
2.7	Upskill 50 individuals who are experiencing digital barriers to apply for employment opportunities by 2026.	↑	ACC, Rebecca Craigmile	★
2.8	Support 25 individuals to gain employability skills via volunteering opportunities by 2026	○	TBC	●

Chair of Aberdeen Prospers - Duncan Abernethy, NESCOL
July 2025 Progress Report

Charters/Stretch Outcome

Stretch Outcome achieved with a 74.7% employment rate for 2023. Of the 8 charters, 7 are live and progressing. **Submission of charter 2.8 has been delayed for a another meeting. Despite ongoing efforts a lead for this project has not been identified.**

Update for 2.1 Ethnic Minority Employability awaited.

2.2 Supporting people into Health and Social Care Jobs - Testing an alternative/better-supported application process for healthcare jobs, focussing on experience rather than qualifications has commenced. We have now engaged with Aberdeen Foyer directly to create a pre-employment supported programme as a pathway into employment. Based on the Royal College of Nursing Cadet Scheme which Aberdeen Foyer previously supported we will work in partnership to develop a programme that includes visits to the locations and meeting staff as well as preparation for work. Appropriately matched candidates via Employability teams key workers will also be accepted. Identified some further (less daunting) processes, including an informal “speed date” style interview that is based around a conversation. We will continue to work on appropriate matching around hours, location etc.

2.3 Real Living Wage - 119 employers now accredited in Aberdeen, a 19% increase since Jan 2024, with 41 new employers signed up in 2024.

2.4 Over 50s employment - Aim achieved. Project end report being prepared.

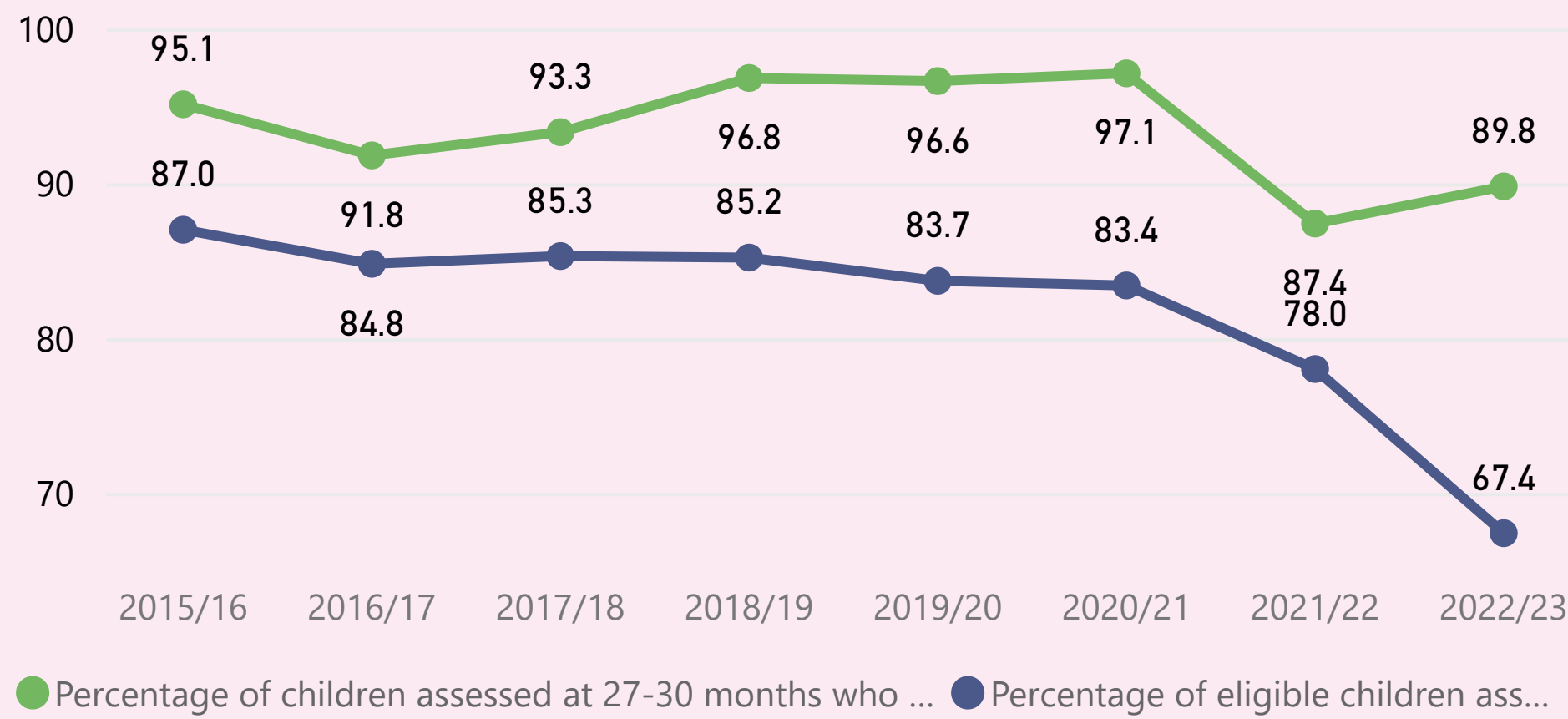
2.5 Start Up Businesses - Aim achieved. 234 referrals of individuals in receipt of universal credits who were investigating starting a business since the start of the programme with 106 individuals starting a business which either takes them off Universal Credit or significantly reduces their Universal Credit. Also referred a total of 105 businesses for ACC Seed Funds with ABZWorks since the project started.

2.6 Young Parents (YP) - 34 young parents supported into training and/or employment provision. The young parents lived experience and co-design group started on 14th April. Participants have developed employability-related skills such as service design, communication, teamwork, financial and personal management, and career planning. Creative skills have also been enhanced. The focus on health and wellbeing has increased participants' ability to engage with support services and reduce stigma, fostering strong relationships with partner agencies. Enhanced confidence has enabled parents to transition into employment, training, or education. Further details in the update.

2.7 Digital Barriers - Aim Achieved. 152 people experiencing digital barriers were supported to apply for employment opportunities. 23 people completed the CV workshop and 27 the job application workshop. 69 laptops were distributed to support employability, and Aberdeen City Libraries now offers public access devices and eResources. Digital and media skills training saw 13 completions and 4 positive outcomes. Sector-specific training had 20 completions and 4 job outcomes.

Overall Progress

SO3 % of children assessed at 27-30 months who met their developmental milestones



Chair or the Children's Services Board - Graeme Simpson, ACC

July 2025 Progress Report

Stretch Outcome/Project Progress

89.8% of children assessed at their 27-30 months met their developmental milestones in 2022/23 up from 87.4% in 2021/22. 67.4% of eligible children assessed in 2022/23, down from 78% in 2021/22

Latest information on the projects still indicates positive improvements.

3.1 Referrals Arising from parental mental health, addiction and domestic abuse.

Current figures show that less than 5 children met the threshold for social work intervention in 2024 compared to 5 in 2023. However the number of individuals identified as having a concern, not meeting the threshold has increased 22 -32 (31%) by 2024 indicating positive impact of the new process and that Health visitors and family nurses are getting better at early identification of the risks of neglect and support can be implemented before it needs to be escalated to social work.

3.2 Peep Programmes

The number of Peep sessions being run remained similar in Jul- Sep to Oct-Dec quarter from 60-61, this dropped slightly in Jan- Mar (46) but has since increased again in Apr-Jun to 53. The number of referrals decreasing slightly from a peak of 399 in Jul- Sep 2024 down to 332 in Apr - Jun 2025.

3.3 Emergency Infant Formula

Aim achieved and Project End Report approved at previous CPA Board. 100% of requests through the Infant Feeding in a Crisis Pathway, being tested with the have been supported. The project continues to meet its target of 100% of requests being supported, by the Family Nurse Partnership and Health Visitors, the Team is now looking to expand the number of professions aware of the process to ensure knowledge of the referral pathway can be shared more widely.

3.4 Parents Completing Full Benefits Check

Project has achieved its aim with a 12% increase in uptake and was approved at the previous CPA Board. The Team continues to look at developing a more sustainable set of referral routes

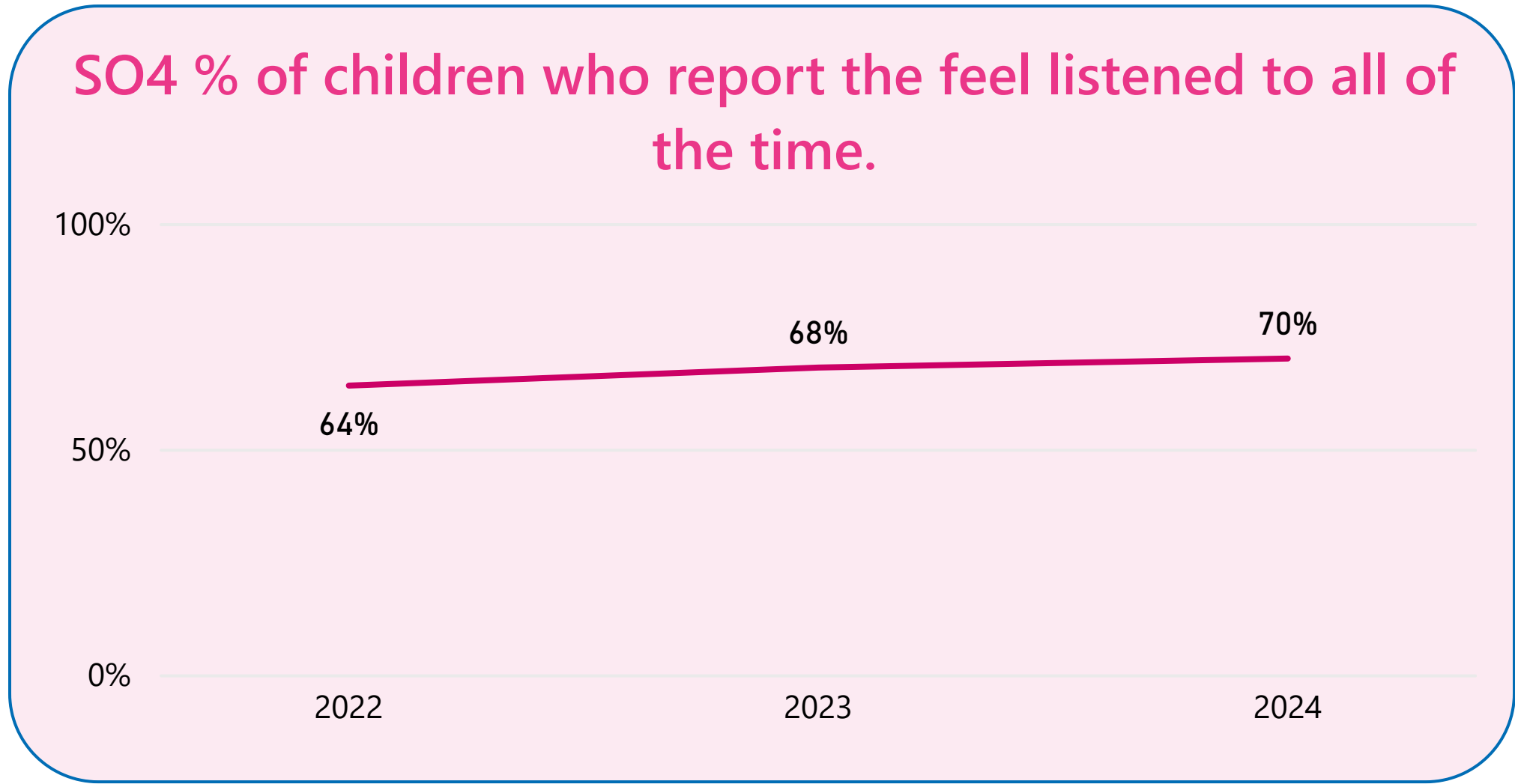
3.5 Dental Health

The project continues to promote dental health widely throughout the community in various shops and services. Including having a presence at bookbug sessions, C-Fine and community centres. A family Wellbeing session at Greyhope will also be taking place in October 2025

Project Aim Status

Project Ref.	Project Aim	Project Aim Trend	Project Manager	Project Progress RAG
3.1	Reduce by 5% the no. of children aged 0-4 who are referred to Children's Social Work as a result of neglect arising from parental mental health, addiction and domestic abuse 2026.	↑	ACHSCP, Pamela Black	★
3.2	Increase by 40% the number of Peep programmes delivered by multi-agency partners by 2025.	→	ACC, Natasha Martens	●
3.3	100% of urgent requests for first stage infant formula and nutritional support for pre-school children are met by 2024.	↑	NHSG, Emma Williams	★
3.4	Increase by 10% the no. of parents with children under 5 who are completing a full benefits check by 2024.	↑	NHSG, Emma Williams	★
3.5	Improve dental health at primary 1 to the national average by reducing the levels of dental health decay in areas of deprivation to 50% by 2025.	→	NHSG, Pippa Robbie	●

Overall Progress



Chair or the Children's Services Board -Graeme Simpson, ACC

July 2025 Progress Report

Stretch Outcome/Project Progress

70% of young people from academic year 2023/24 reported feeling listed to all of the time, up from 64% in 2021/22.

4.3 based on financial year and to be achieved by April 2025.

4.1 and 4.2 Tier 2/3 services

No data for 2024 or impact of changes and no Project Manager. An update identifying barriers to progress of the project was presented to the CSB in March 2025, the work remains under review and will be used to inform content of the 2026/36 LOIP

4.3 CEYP Health Assessments

100% of CEYP have health care assessments, however the pathway for the assessments and referral for support is being reviewed. Project aim to be achieved by April 2025. A project end report is currently in draft which provides recommendations for future actions to be taken into LOIP 2026/36.

4.4 Feeling Confident

The Health and Wellbeing Survey for academic year 2024/25 has seen a slight increase of to 45% (1% of S1-S6s reporting they often or always feel confident

4.5 Feeling safe

Evidence of positive impact from the Youth Hub projects is emerging. The number of young people reporting they feel safe in their community has increased by 2% from 2021/22 to 2024/25 From 86.2% to 88.5%. Work has commenced in Lochside Academy/ with Torry and Kincorth Youth Action Groups now merged.

Project Aim Status

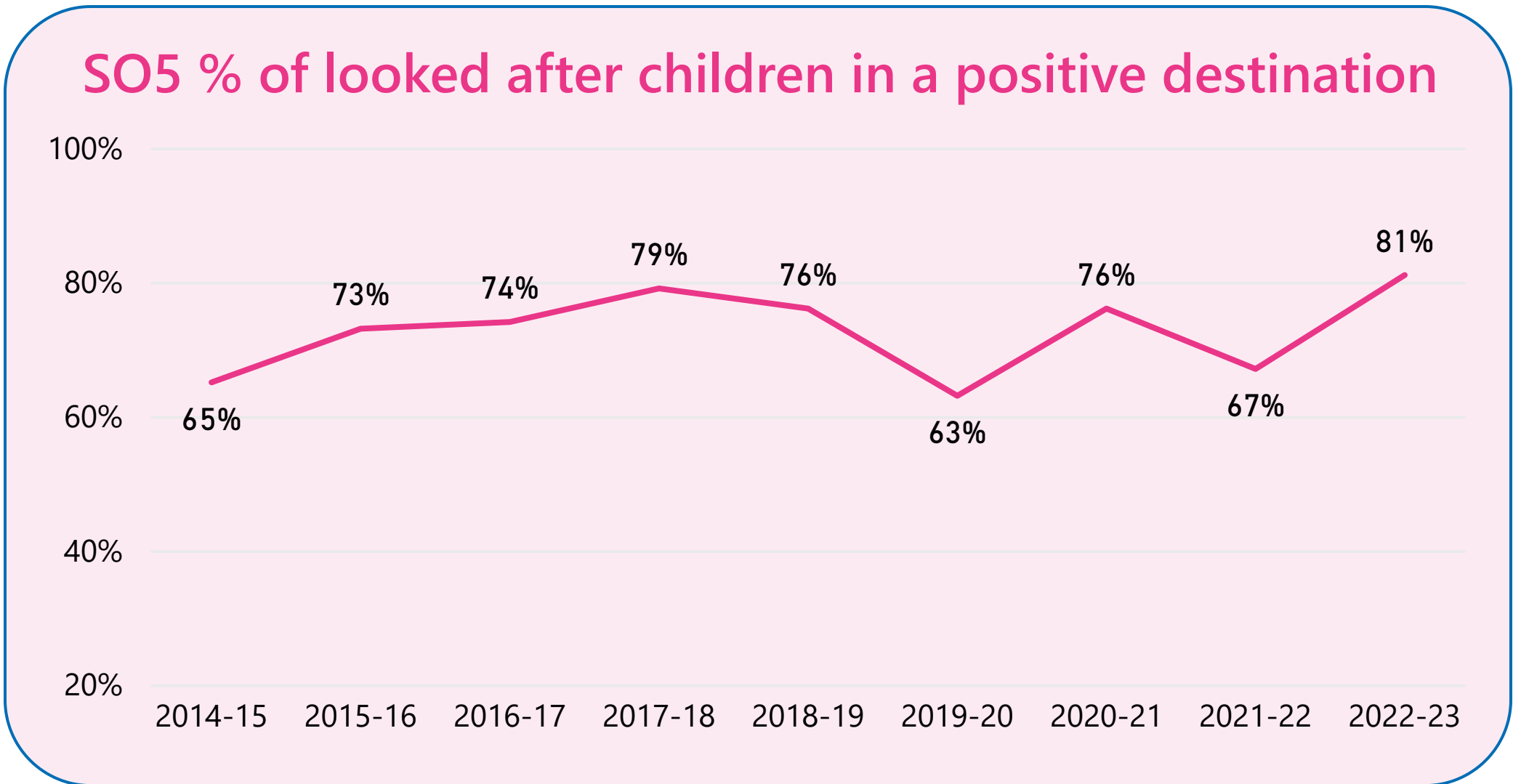
Project Ref.	Project Aim	Project Aim Trend	Project Manager	Project Progress RAG
4.1	Reduce demand on Tier 3 services by 5% by 2026.	○	TBC	●
4.2	Reduce waiting time for interventions starting, by each tier 2/3 service by 5% by 2026.	○	TBC	●
4.3	100% of children leaving care are referred to services that can meet assessed mental health needs within 4 weeks of the health assessment being completed by 2024.	▬	NHSG, Pete Matthews	●
4.4	Increase by 5% the number of S1-S6 pupils who report that they feel confident by 2025.	↑	ACC, Emma Powell	★
4.5	Increase by 10% the % of children living in areas of deprivation who feel safe in their communities by 2025.	↑	ACC, Craig Singer	●

Stretch Outcome 5: By meeting the health and emotional wellbeing needs of our care experienced children and young people they will have the same levels of attainment in education and positive destinations as their peers by 2026

Chair or the Children's Services Board - Graeme Simpson, ACC

July 2025 Progress Report

Overall Progress



Stretch Outcome/Project Progress

81% of Looked After Children who left school in academic year 2022/23 achieved a in a positive and sustained destination. This was a year on year increase of 14% from 67% in 2021/22.

5.1 Reduce Number of CEYP

The aim has been achieved and the Project End Report now approved. The recommendations from the End report will inform planning for activity in the 2026/36 LOIP

5.2 CEYP Health Assessments

100% of CEYP have health care assessments, however the pathway for the assessments and referral for support is being reviewed. Project aim to be achieved by April 2025. A project end report is currently in draft which provides recommendations for future actions to be taken into LOIP 2026/36.

5.3 Throughcare/Aftercare

The project achieved its aim with a 68% increase in the number of eligible young people receiving aftercare (171 to 288 in 2024). The Project End Report has been approved by CPA Board

5.4 Supporting Care Experienced Young Parents

The project has seen some improvements in recent months with a total of 59 young women have now completed the course with 83% reporting that they feel prepared to be parents by 36 weeks as a result of the support provided. The project is also reporting that 100% of the babies assessed through the project have met their developmental milestones

5.5 Corporate Parenting Training

We have a revised workforce figure since Nov 2024 of 10,027, with 7745 identified as having a role, aligned to support Care Experienced individuals. The e-learning module has been completed by 53% (as of June 2025) of ACC staff, up from 47% in November. 220 multiagency staff and 100 Children’s Panel volunteers have been identified to complete the training. To date. 27 people have completed it, up from 14 in the last reporting period. However, discussions are ongoing and promotion will continue

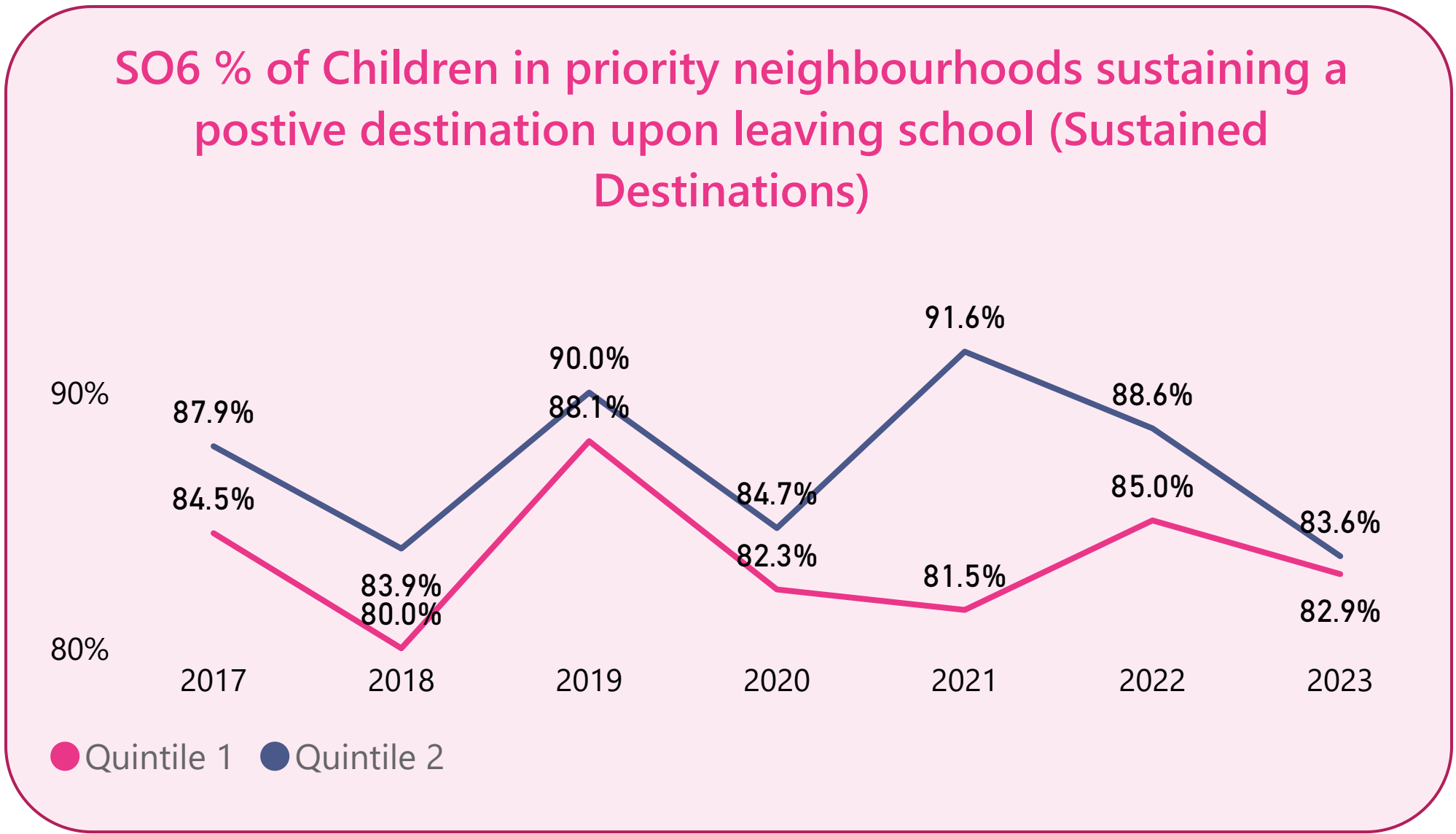
Project Aim Status

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Project Ref.	Project Aim	Project Aim Trend	Project Manager	Project Progress RAG
5.1	Reduce by 5% the number of children entering the care system by 2024.	↑	ACC, Tam Walker	★
5.2	100% of children and young people leaving care are offered a health assessment to identify gaps in their health provision and needs by 2024.	○	NHSG, Pete Matthews	●
5.3	Increase the number of care experienced young people by 10% receiving multiagency throughcare/aftercare support by 2024.	↑	ACC, Isabel McDonnell	★
5.4	80% of care experienced parents will report that they believed they were sufficiently prepared for parenthood by 2026.	↑	NHSG, Bethany Murdoch	★
5.5	80% of the identified multi-agency workforce successfully complete Corporate Parenting training aligned to the Promise by 2025.	↑	ACC, Khrisopher O'Mahoney	●

Stretch Outcome 6: 95% of all our children, including those living in our priority neighbourhoods (Quintiles 1 & 2), will sustain a positive destination upon leaving school by 2026

Overall Progress



Project Aim Status

Project Ref.	Project Aim	Project Aim Trend	Project Manager	Project Progress RAG
6.1	75% of identified multi-agency staff reporting confidence in identifying and taking action on harm by 2026.	↑	ACC, Lisa Williams	●
6.2	Increase to 3 the delivery of co-located and delivered services by health and education by 2024.	↑	ACC, Alison Horne	★
6.3	Increase by 10% the rate of completion of NPA/FA/HNC courses available to young people across the city by 2024.	↑	ACC, Mark Jones	★
6.4	Increase the % of learners entering a positive and sustained destination to be ahead of the Virtual Comparator for all groups by 2025.	↑	ACC, Mark Jones	●
6.5	Increase by 20% the number of young people completing courses aligned to support the digital and tech sector by 2026.	↑	ACC, Charlie Love	★
6.6	Increase to 50 the no. of people completing more integrated health and care courses by 2025.	↑	NESCOL, Alesia Du Plessis	★

Chair or the Children's Services Board - Graeme Simpson, ACC

July 2025 Progress Report

Stretch Outcome/Project Progress

Latest data (2022/23) shows that the sustained positive destinations for children in SIMD1 have decreased by 2.1% (85%-82.1%) and 5% for SIMD 2 (88.6%-83.6%) since 2021/22. (Scottish Follow Up Leaver Destinations Report (June 2024)

6.1 & 8.5 Confidence in Recognising Signs of Harm and Neglect

The project continues to see engagement in the use of its online tool aimed at helping staff to recognise signs of harm and neglect among the children, young people and families they engage with with number of users at 720 an increase of 11% from the previous reporting period at 649. Data shows that the number of Practitioners reporting as being extremely confident when identifying neglect has increased by 8%; Practitioners using the word neglect when talking to families has increased by 19%; and Practitioners including the word neglect in written reports had increase by 43% since the project started.

6.2 Co-Located Services

The Project has now achieved its aim having identified now 4 Co-Located Services surpassing its aim of 3. A Project End Report has now been approved by the CPA Board. The project team are continuing to work on increasing the number of children engaged in education through whole family support, which will help inform activity in the development of the new LOIP 2026/36

6.3 Increase Completion Rate of NPA/FA/HNC

This project has now achieved its aim and Project End Report has been approved at CPA Baord. The project has surpassed its aim of 10% since the project baseline of 2021/22 with increases of:
125% completion of NPA (1005 - 2265 students in 2023/24)
20.5% Increase in completion of Foundation Apprenticeships (127 - 156 students in 2023/24)
an increase from 0 HNCs in 2021/22 to 12 in 2022/23 and 9 in 2023/24 respectively.

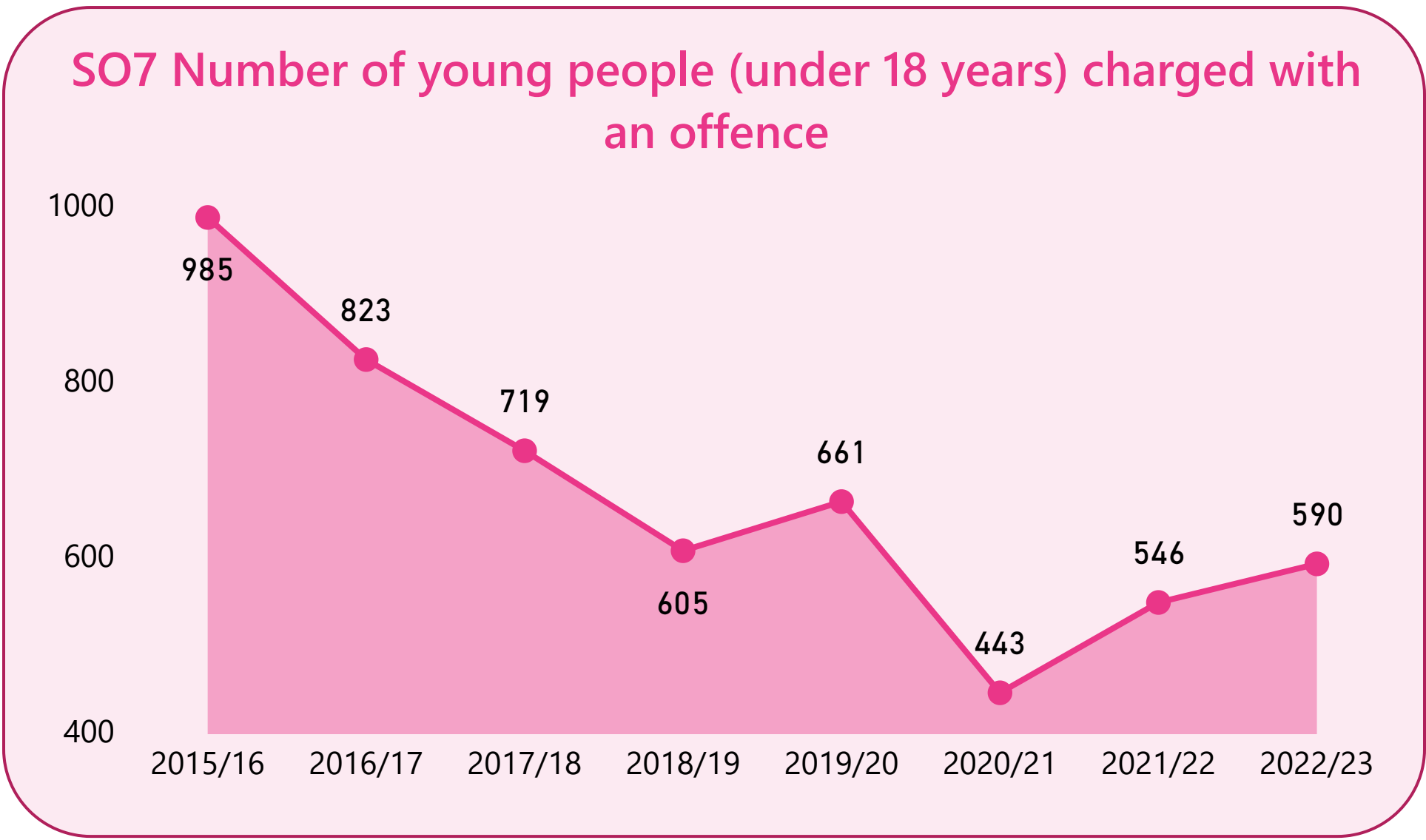
6.5 Digital and Tech Courses

In 2023/2024 1128 young people completed digital and tech courses, an increase of **19.75%**. Of the three new digital NPA courses, data for 2023/24 showed:
1. Esports - that across Level 4 to 6, 16 young people completed the Esports course with a 100% pass rate.
2. Games Design, 18 young people completed level 6 with a 100% pass rate, with 54 at level 5 and a 85.19% pass rate and 15 at level 4, with a 66.67% rate.
3. Cybersecurity - 79 young people completed level 4 and 5 Cybersecurity, with a 65.52% pass rate for level 4 and 24% for level 5.

6.6 Health Care Courses

This project has now achieved its aim of 50 people completing H&SC Courses from the project baseline of 46 in 2021/22 to 149 in 2024/25 an increase of 224%. A Project End Report is currently in development and will come to a future CPA Board

Overall Progress



Project Aim Status

Project Ref.	Project Aim	Project Aim Trend	Project Manager	Project Progress RAG
7.1	Reduce by 20% the number of care experienced young people charged with an offence by 2025.	↑	Police Scotland, Callum Spence	★
7.2	Reduce by 15% the number of care experienced young people reported missing from Children's homes to Police Scotland by 2024.	↑	Police Scotland, Callum Spence	★
7.3	90% of 16/17 year olds appearing at Sherriff Court in relation to Lord Advocate's guidance will have had an assessment of their community support needs by 2025.	↑	ACC, Andrea McGill/Julia Milne	★
7.4	Increase by 5% the no. of 16/17 year olds who are diverted from prosecution by 2025.	↑	ACC, Andrea McGill/Julia Milne	★
7.5	Reduce by 15% the number of instances of youth anti-social behaviour calls to Police Scotland by 2025.	↑	Police Scotland, Fiona Dunn	●

Chair or the Children's Services Board - Graeme Simpson, ACC

July 2025 Progress Report

Stretch Outcome/Project Progress

Latest data for Stretch Outcome for 2022/23 shows 590 under 18s were accused of an offence up from 546 in 2021/22, an 8% increase.

7.1 Care Experienced Young People Cautioned and Charged

Having had its revised Charter approved at the CSB on the 17th of March activity on project 7.1 has recommenced. With an number of interventions including trauma informed training for Police, young engagement and the continuation of school based mentoring through MCR pathways, data is also positive with the number of CEYP charged per month on average reducing from 7.39 in 2022 to 2.75 in 2025

7.2 Missing Looked After Children from Care Homes

Aim achieved with less that 5 missing CEYP reported in 2024. A Project End Report was approved at the March CPA Board.

7.3 16/17 Year Olds Receiving Community Needs Assessment

The number of children appearing in court form police custody or undertaking continues to increase. In 2023/24 there were 29 children appearing through these routes this increased to 56 in 2024/25. The number of children being assessed has also increased. In 2023/24 65.2% of those who required assessing by the court-based team were met, this increased to 86.11% in 2024/25. The data for 2025/26 is too low at time for writing to be significant. To continue the positive increase in number of children being seen a new information sharing process is being introduced and will be launched at a webinar in mid-July 2025. This will allow for easier sharing of information between the relevant teams in children and justice social work, therefore increasing the rate of children being appropriately assed further.

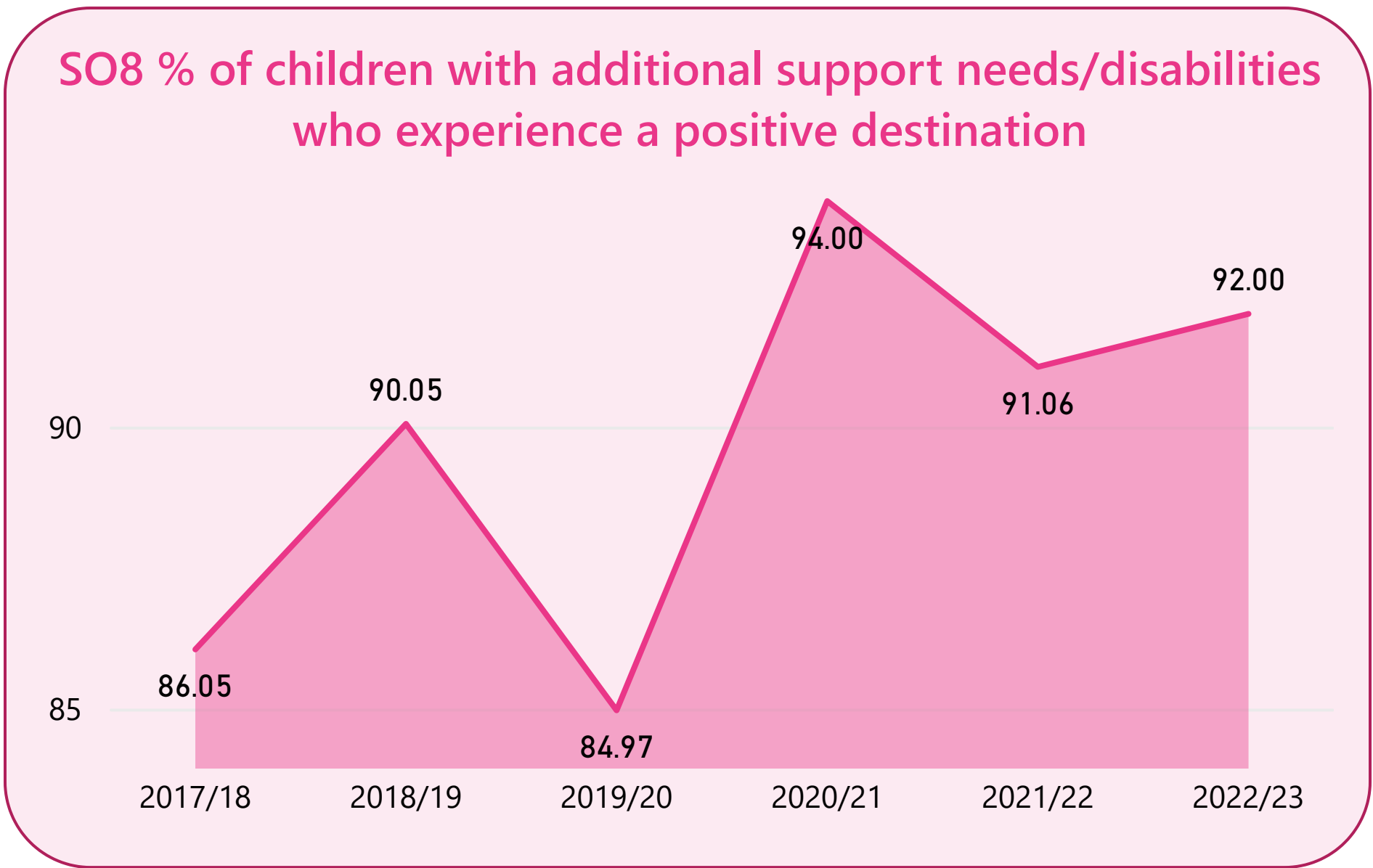
7.4 Diversion from Prosecution

This project has now achieved its aim with an increase in the number of Looked After Children being diverted from prosecution surpassing the target of 15% (75 in 2022- 95 by 2023). This is attributed to the success of the revised guidance, training and toolkit highlighting the information required to support the diversion from prosecution process The project intends to continue into 2025 to further this improvement in relation to the quality and sustainability of the diversionary supports available and to report on 2024 and 2025 data

7.5 Youth Anti Social Behaviour

There has been an overall reduction in the number of Anti Social Behaviour Calls from 2023 to 2024 of 129 across the city. Work is ongoing throughout the partnership to engage young people including the Youth Connect Group and easter activities. Month to month figures across the city have seen a slight reduction from 263 in January to 259 in June

Overall Progress



Project Aim Status

Project Ref.	Project Aim	Project Aim Trend	Project Manager	Project Progress RAG
8.1	Increase by 10%, the percentage of children and young people with additional support needs (ASN) and/or a disability accessing full time education by 2026.	↑	ACC, Mhairi Shewan	●
8.2	Increase by 5%, the percentage of young people with additional support needs/disability entering a positive destination by 2025.	↑	ACC, Mhairi Shewan	●
8.3	Increase by 20% the number of registered young carers accessing support from the Young Carers service by 2025.	↑	Barnardos , Nicola Williams	★
8.4	By 2025, 90% of families with children with an additional support need or disability will indicate that they have access to peer and community support that meets their needs.	○	TBC	●
8.5	90% of identified multi-agency staff working with children and young people with disabilities will report confidence in identifying and taking action on how harm presents in children with additional support needs/disabilities by 2026.	↑	ACC, Lisa Williams	●
8.6	Increase by 20% the number of families of children with autism or awaiting diagnosis accessing support prior to diagnosis and reduce the interval between referral and diagnosis by 2024.	↑	NHSG, Sara Wilson	★

Chair or the Children's Services Board -
Graeme Simpson, ACC

July 2025 Progress Report

Stretch Outcome/Project Progress

Latest data (2022/23) shows that the sustained positive destinations for children in with ASN/ Disabilities has increased by 1% (91.06% - 92%).

There is currently no Lead for the Stretch Outcome 8 subgroup

8.1 Full Time Education

The project have been working on a number of interventions that are having a positive impact, such as delivering key training and techniques through the CIRCLE programme. In 2022, 83.95% of learners with ASN had an attendance of more than 80%, latest figures for 2024-25 suggest that 87.1% of learners with ASN have an attendance of more than 80%, 89% of disabled learners attendance is more than 80%. In 2022, 1757 learners with ASN/disability had an attendance recorded at less than 80%. This figure is 1686 in 2025, showing an increase of 5.65%.

8.2 Positive Destinations for Those with ASN/Disabilities

92% of School Leavers with ASN/Disabilities gained a positive destination on leaving school in 22/23, a 1% increase from 2021/22 Pupils have been identified and matched with providers to provide bespoke support and post school education, employment and training opportunities for those pupil in need. Initial destination data suggests that 92.5% of School Leavers with ASN /Disabilities gained a positive destination on leaving school in 2023/24, a 0.5% increase from 2022/23.

8.3 Young Carers

This project has now completed its aim and a Project End Report was approved at the March CPA Board. The project continues to work with partners to identify and support young carers.

8.4 Access to Community and Peer Support for ASN/Disabilities

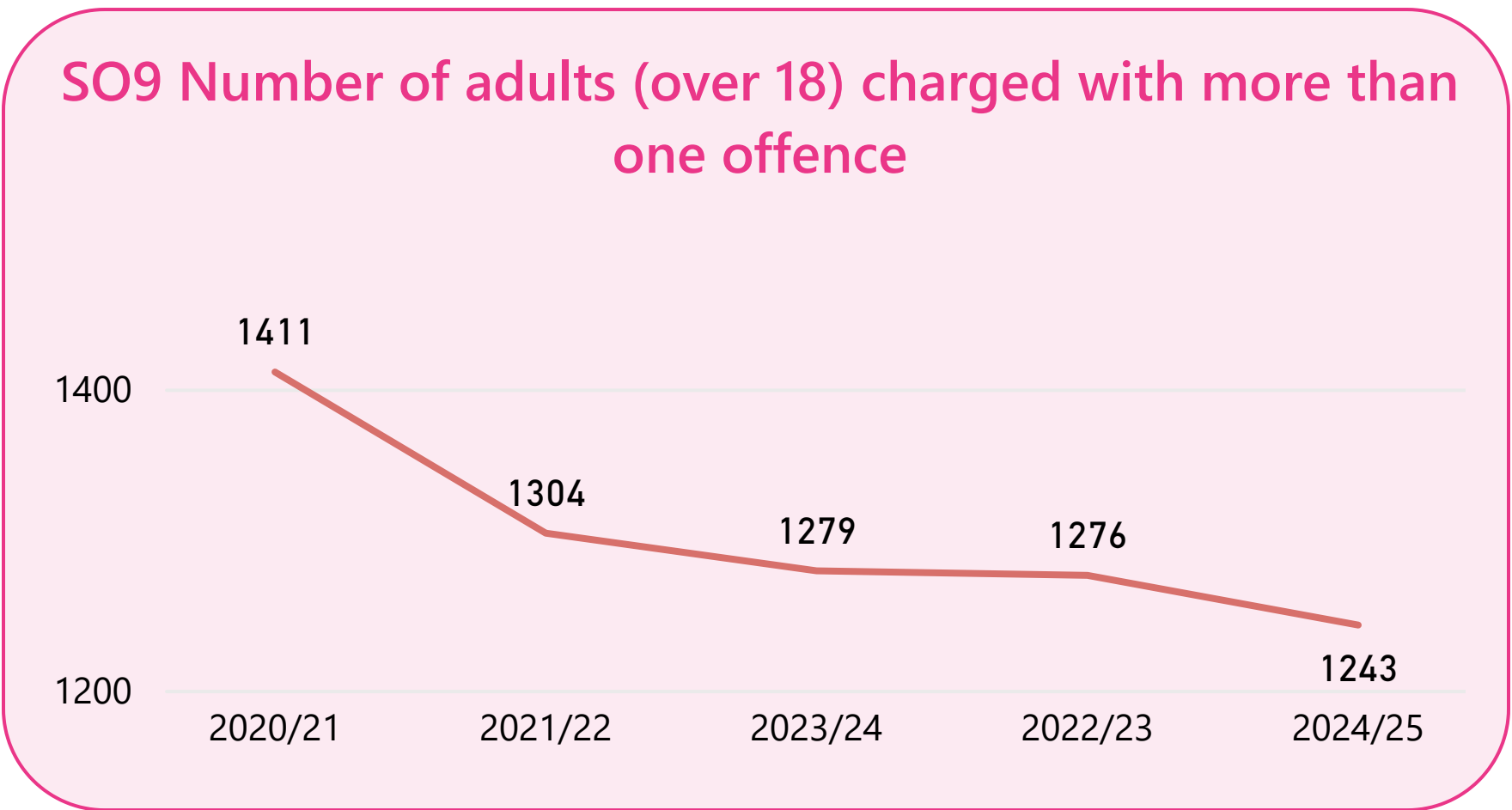
The project is currently without a lead but work is now progressing, with initial baseline data now analysed. Survey included 120 parents and 122 staff, with 42% (35) of the parent respondents indicating that they had accessed community support. Findings of the survey included: Both parents and professionals reflecting the need to better understand what services were available to those requiring neurodevelopmental/disability supports; The need to develop a coordinated resource for this information; Training and support to staff was required to be able to refer children and families to relevant supports

8.6 Neurodivergent Pathways

The initial Pilot concluded in 2024 with 10 families of children either with autism or awaiting diagnosis supported within the pilot at Woodside School. There was an improvement in the number of children with either autism of awaiting diagnosis accessing support prior to diagnosis, and some demonstrated reduction in the interval between referral and diagnosis. A Project End was approved at the March CPA Board.

Stretch Outcome 9: 10% fewer adults (over 18) charged with more than one offence by 2026

Overall Progress to Stretch Outcome



Project Aim Status

Project Ref.	Project Aim	Project Aim Trend	Project Manager	Project Progress RAG
9.1	Increase by 15% the reports of domestic abuse to Police Scotland by 2026.	➔	ACC/VAWP, new PM TBC	●
9.1	Increase by 50% number of work able people on orders and leaving prison engaging with employability support by 2026.	➔	ACC/ Scottish Prison Service - Angela Taylor/TBC	●
9.2	Reduce by 90% the number of people released from prison in to Aberdeen City without suitable accommodation by 2026.	➔	ACC (Housing), Chris Quinn	●
9.3	Increase by 10% the number of people with additional support needs, who accept a support referral in police custody by 2026	○	Police Scotland, Kevin Ritchie	●
9.4	Increase to 80% the number of community justice clients completing exit questionnaires with 90% of those showing an improvement by 2026.	○	ACHSCP, Justice Social Work, Hazel Flett	
9.5	80% of individuals in the Justice system that identify to have concerns with their substance use are offered or accessing support by 2026.	⬆	ACHSCP, Justice Social Work, Fiona Wright	★
9.6	80% of multi-agency staff report awareness and understanding of the links between gender equality and gender based violence by 2026.	○	ACC/VAWP, new PM TBC	●
9.7	85% of people report they have confidence in Community Justice by 2025.	○	ACVO, Susan Morrison	●
9.8	Increase by 10% community confidence to report hate crimes by 2026.	▬	GREC, Ross Mackay	●
9.9	Reduce by 10% the number of adult anti social behaviour calls to Police Scotland by 2026.	➔	Police Scotland, Fiona Dunn	●

Claire Wilson, Chair or the Community Justice Group - July 2025 Progress Report

Stretch Outcome achieved. 12% fewer adults were charged with more than one offence, from 1411 in 2020/21 to 1243 in 2024/25. This has declined since 2020 with exception of 2023 with no change from the previous year.

Updates not received for 9.1, 9.2, 9.3 and 9.8

9.5 Substance Support

The court social work support process continues to show impact with 252 individuals engaged between April and June 25; 27% identified support was required, of which 90% already had support and the remaining 10% were referred to community based support. All who identified concerns were receiving or were offered support.

Increase between January to June 25 compared to the same period in 24, in the number of individuals being screened for support. Partly due to improved data collection methods. January to June 24: A total of 228 individuals were screened for support at this touchpoint. January to June 25: A total of 551 individuals were screened for support at this touchpoint. The percentage increase in the number of individuals from this period in 24 to period in 25 is 142%.

9.6 Gender Equality - Data to show progress towards aim required.

In the last quarter four staff completed the ESiP Gender Equality module, six completed the Domestic Abuse module and four completed the Sexual Violence module.

- Work underway to deliver a session to education staff about online misogyny
- A recent position statement on commercial sexual exploitation endorsed by the VAWG partnership and COG sets out clear links between CSE and gender inequality.
- New multi-agency guidance on Adult Support and Protection and domestic abuse has been developed, promoting a shared understanding of gendered nature of domestic abuse and importance of a joined-up, intersectional response for adults at risk.

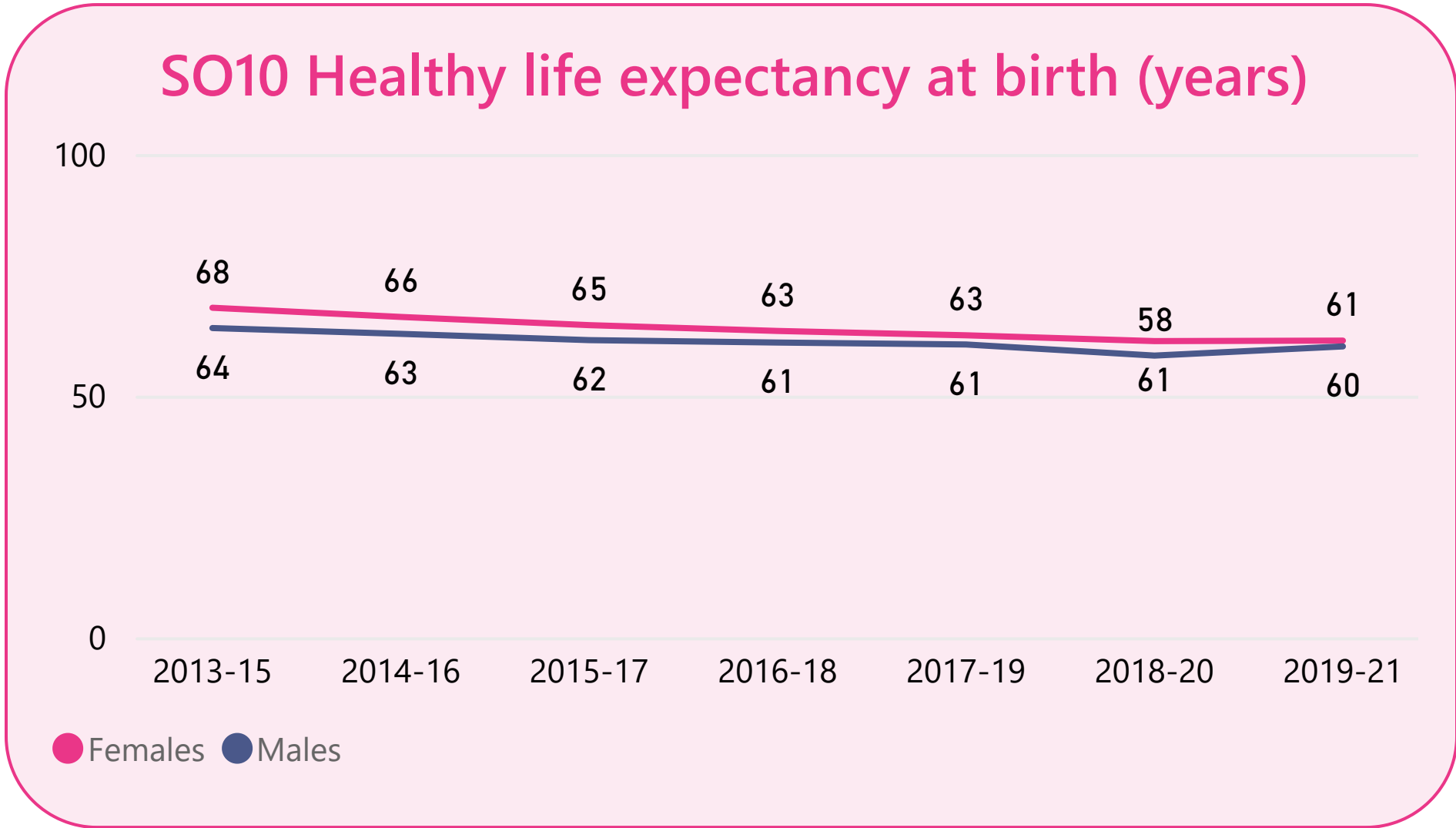
9.8 anti-social behaviour - In first quarter of 2025/26 across Aberdeen the number of ASB contacts has increased **8%** compared to previous quarter. There has been work ongoing to encourage people to report and internal work on improving accuracy of reporting. This along with the easter holidays is likely cause of increase. However, when looking at city centre, there has been a **14% reduction** in calls in the first quarter compared to previous. Four educational sessions were delivered to Housing Support Officers and one session to four Housing Associations, improving understanding and use of information sharing for Anti-Social Behaviour (ASB) legislation. As a result, there has been increased information sharing and engagement among officers, alongside better quality and more specific information requests.

9.10 Domestic Abuse - data for 24/25 and change ideas required.

The Domestic Abuse Service Delivery Group has convened, establishing groundwork for a collaborative action plan focused on partnership across specialist and general support services. New multi-agency guidance has been developed to enhance shared understanding and joint working, particularly around Adult Support and Protection (ASP) and domestic abuse, with a launch event planned for professionals in the sector. The guidance clarifies the MARAC process and encourages referrals, aiming to improve risk management through resource review and identification of gap where new tools or guidance could support more effective referrals from all agencies. Training initiatives have engaged 19 professionals in Safe and Together Core training and 42 in Overview sessions during the second quarter.

Stretch Outcome 10: Healthy life expectancy (time lived in good health) is five years longer by 2026

Overall Progress



Project Aim Status

Project Ref.	Project Aim	Project Aim Trend	Project Manager	Project Progress RAG
10.1	Reduce the 5 year rolling average number of suicides in Aberdeen by at least 5% by 2026.	➡	ACHSCP, Steven Stark	●
10.2	Increase the number of carers identified by 20% by 2025.	⬆	Quarriers, Ingrid Penny	★
10.3	Increase by 50% the number of people engaged with Stay Well Stay Connected initiatives by 2025.	⬆	ACHSCP, Iain Robertson	★
10.4	To support 50 low-income families in priority neighbourhoods to improve healthy eating behaviours and adopt good life choices to support healthy weight by 2026.	⬆	ACHSCP, Viba Gaikwad	★
10.5	Increase by 5% the number of people living in identified priority neighbourhoods who accept the invitation of cancer screening on the basis of informed consent by 2026.	○	NHSG, Elaine McConnachie	●
10.6	Decrease the number of women who are smoking in pregnancy in the 40% most deprived SIMD by 5% by 2026.	⬆	ACHSCP, Chris Smillie	●
10.7	Increase by 20% the number of individuals living with Chronic Pain into self-management and other pathways initiatives to support their conditions by 2026.	⬆	Sport Aberdeen, Andrinne Craig	●
10.8	Reduce to 4% the number of 13-18 year olds in regular use of Vaping products by 2026.	⬆	ACC, Elaine Thomson	★

Chair or the Resilient, Included, Supported Group - Alison Macleod, ACH&SCP
July 2025 Progress Report

Stretch Outcome/Charters - Latest data for Stretch Outcome awaited. All charters progressing.

10.1 Suicide Prevention: Focused on 2 areas, building community capacity (including training, events and awareness raising) and Data Analysis and Risk Reduction. **Introduction to Youth Suicide Prevention: 5 sessions held and 128 people trained: 5 online open sessions to a total of 46** people delivered. **Prevent Suicide North East app: users have** increased, reaching 164,033 users (up from 158,920 last quarter). App interactions remain strong, with total app users at 19,654 (up from 18,773).

10.2 Carers - Aim achieved. The 3 new pathways tested to identify new unpaid carers at Woodend hospital, Alzheimer’s Dementia Resource Centre and Vaccination Centre have supported achieving aim. The pathways are now permanent and two further pathways now being tested at CLAN Cancer Support Service and Community Appointment Days (CAD’s) - further detail in update. Feedback has been positive, with one carer stating *"Thank you for listening, for recognising I am a carer and the help that is available"*. April - June 2025 we received 96, 2 less referrals to the previous quarter which was 98. Although the number of referrals has not increased, we are now receiving referrals from the new pathways we have been testing. In addition, the pathways where we have identified new carers allows us to bypass the referral stage and complete the registration form on the day. This reduces the waiting time for carers, meaning carers are allocated a support worker much sooner than had they been referred to the service.

10.3 Stay Well Stay Connected - Aim achieved. 1,777 people are now engaged with Stay Well Stay Connected initiatives. Four initiatives have proven successful and now business as usual, two have experienced challenges through sign ups and weather and adaptations to tests being made. Project will test these and start preparing project end report?

10.7 Chronic Pain - Community Appointment Days (CAD) - 109 people living with Chronic Pain are now engaged in self-management initiatives as of 20 July 2025. This is an increase of 65% from 66 people known to be engaged in October 2024. Aberdeen’s second CAD was held in Febr 2025 at Aberdeen City Vaccination & Wellbeing Hub. 127 people took part – 61 people via a pre-booked appointment and 66 drop ins. 82 people had a “what matters to me” conversation and 58 attended the education and information sessions presented by the Chronic Pain management team. Attendees age ranged from 24 – 83 years and 76% were female. Aberdeen’s third CAD was held in July 2025 at the Vaccination & Wellbeing Hub. 96 people took part – 45 via a pre-booked appointment, 39 drop in’s and 12 family members or plus ones. The Chronic Pain Management Service have adopted CAD as a business-as-usual and rather than inviting patients from the Chronic Pain waiting list, the events are now widely publicised so the general public can book appointments. “Think Chronic Pain, Think CAD.” The fourth Chronic Pain CAD is scheduled for 1st September 2025.

10.4 Healthy Life Choices - Aim achieved: Project testing increasing access to healthier food by addressing social determinants
An online session on Child and Family benefits delivered in collaboration with Social Security Scotland- **100 Attendees**. The session was to support families struggling to purchase and make healthier choices due to cost of living. Due to demand more sessions have been organised. **Support provided in 2024/25 addressing social determinants:**

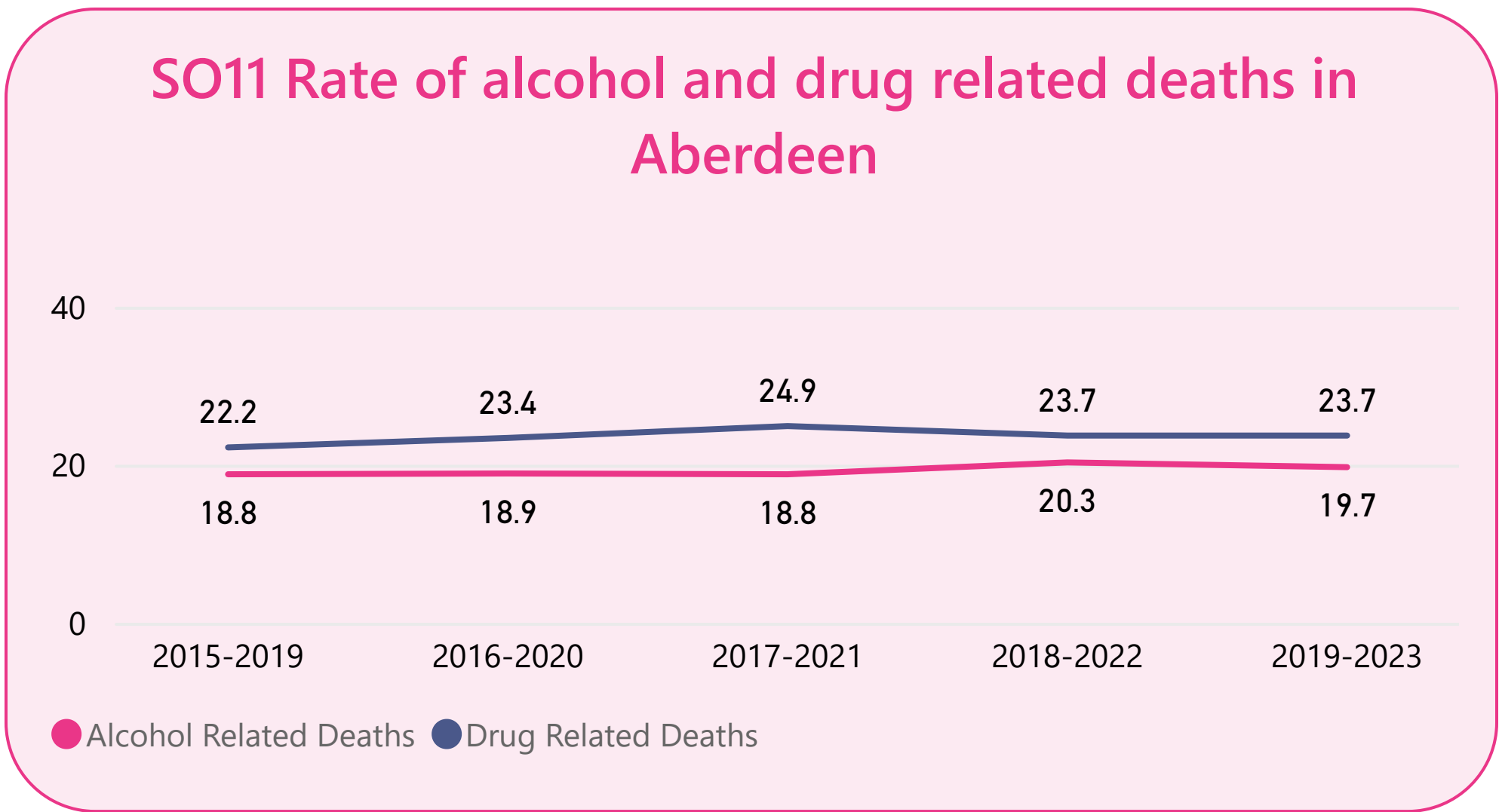
- Travel support: issued 750 bus tickets to help participants attend employability services, support them to attend work or other relevant employability activities. We supported 13 parents achieve a driving licence with supporting costs of driving lessons/ tests
- Childcare: Supported 16 families with childcare costs, to enter or sustain employment. The childcare benefitted 28 children.
- Paid work experience: 8 parents took part in paid work experience placements, all of who achieved sustained employment
- Lone parent payment: 13 lone parents received a payment of £1000. This payment supported lone parents starting employment to help cover expenses and support them as the adjust.
- Digital access: Supported 61 people with a laptop to provide them with digital access for looking for work
- Gift cards: funded 270 gift cards for participants. This supports individuals with purchasing interview clothes, supporting travel costs, purchase items needed for engaging with employability services. Gift cards have also been used for purchasing of some digital equipment such as phone, sim card plan, or wifi.

10.5 Cancer Screening, communication aterials for target group designed from community feedback. Cervical screening social media campaign had a reach of 56, 821 people across the target populations of Black African people, Polish people and those living in the most deprived areas of Grampian. 421 users clicked the link for further information on www.nhs.inform

10.6 Smoking in Pregnancy and 10.8 Vaping are all progressing - detail in update

Stretch Outcome 11: Reduce the rate of both alcohol related deaths and drug related deaths by 10% by 2026

Overall Stretch Outcome Progress



Project Aim Status

Project Ref.	Project Aim	Project Aim Trend	Project Manager	Project Progress RAG
11.1	Reduce the average age from 14 to 12 at which children are identified as requiring preventative support to mitigate the risk of future harm in relation to drug and alcohol use by 2026.	➡	ACC, Steve McConnachie	●
11.2	Reduce the % of 13-15 year olds reported as using each sub group of drug by 50% and cannabis by 20% by 2026.	⬆	ACC, Elaine Thomson	★
11.3	Decrease the number of women who are drinking in pregnancy in the 40% most deprived SIMD areas by 5% by 2026.	⬆	ACHSCP, Chris Smillie	★
11.4	Increase by 10% the number of individuals who are screened for alcohol consumption and by 10%, year on year, the number of individuals in our priority neighbourhoods receiving alcohol support by 2026.	⬇	ADA, Fraser Hoggan	●
11.5	Reduce by 20% the number of drug related deaths in our priority neighbourhoods by increasing the distribution of naloxone by 25% year on year by 2026.	➡	ACHSCP, Simon Rayner	●
11.6	80% of people closed from Assertive Outreach as no longer considered at risk by 2026.	➡	ACHSCP, Simon Rayner	●
11.7	Increase by 10% the number of people in active recovery from drug and alcohol by 2025.	➡	ACHSCP, Simon Rayner	●

Chair or the Alcohol and Drugs Partnership - Fiona Mitchellhill, ACH&SCP
July 2025 Progress Report

Stretch Outcome/Charters - In 2019-2023, the rate of drug related deaths was 23.7 in Aberdeen City – the same as in 2018-2022. In 2019-2023, the rate of alcohol-specific deaths in Aberdeen City was 19.7 per 100,000 population – down from 20.3 in 2018-2022.

11.1 Preventative Support - On the 16th of April 2025 a pilot programme for delivering prevention based educational support to late-primary school aged children commenced – 57 young people in total will be supported over the coming weeks through this form of early prevention. The average age of Children involved in our pilot work is 11.7 years of age, which when combined with other preventative work undertaking in the Fit Like HUBS, has reduced the average age of at which children are receiving this preventative support

11.2 13-15 Year Old Substance Use - Re-launched work in schools as we didn’t get any feedback or movement on the tests of change.

11.3 Drinking in pregnancy - The Tobacco Dependency in Pregnancy pathway, launched in March 2025, has shown promising progress, with increased CO testing rates, higher engagement from eligible women, and a notable rise in quit dates set with Healthpoint support. The initiative has successfully reached over 80% of referred clients, with half requesting additional wellbeing support. While the project has addressed a range of health and wellbeing concerns—including oral health, gestational diabetes, and infant feeding—**alcohol has not emerged as a significant issue in any client conversations to date**. Nonetheless, to ensure comprehensive support, **Healthpoint staff will be undertaking updated Alcohol Brief Conversation training led by Aberdeen Alcohol and Drug Action**, reinforcing their preparedness to address alcohol-related concerns should they arise in the future.

11.4 Alcohol Support/Awareness

Levels of dependency by gender shows an **increase of 10%** in the number Dependent, Harmful, Hazardous results (Up 12 to 115 from previous 103). Levels of dependency by age range shows an **increase of 23%** in the number Dependent, Harmful, Hazardous results for Females 40 and under (Up 5 to 22 from previous 17). Levels of dependency by age range shows an **increase of 15%** in no. Dependent, Harmful, Hazardous results for Males 60 and under, up 5 to 33 from previous 28 . **559 referrals to the Alcohol and Drugs Action alcohol service between 2022-2024, 159 in 2024 a 36% decrease since 2023. 30% of people supported in 2024 were from priority areas for AB16 (17), AB24 (22) and AB11 (9) a 44% decrease since 2023 (86 to 48).**

The period April – June 2025 saw (3) self-referrals from the ADA quiz taken into ADA Helpline. From a relatively low number of screenings, having an additional gives a positive indicator that with additional funding, a wider audience is achievable. To further improve engagement and access to support, the *Alcohol Brief Conversation (ABC)* training approach has been re-developed (formerly Alcohol Brief Intervention). A new Training session has been fully developed in conjunction with a [Health Scotland Strategic Review](#) encouraging local areas to develop new approaches based on recommendations, through their local networks. First pilot is likely to take place with Sexual Health colleagues in Aug 25, and discussions ongoing to run session for NHS Healthpoint and Health Visitors.

11.5 Drug Related Deaths/Naloxone - There has been a recent spike in Naloxone supply to person at risk April-June, 2025/26, this is mainly as a result of a drug alert that was issued around dangerous drugs circulating. Supply to person at risk increase by 138% from 231 Naloxone kits April – June 2024/25 to 552 in April-June 2025/26. Levels of Naloxone are now beginning to return to levels before the drug alert.

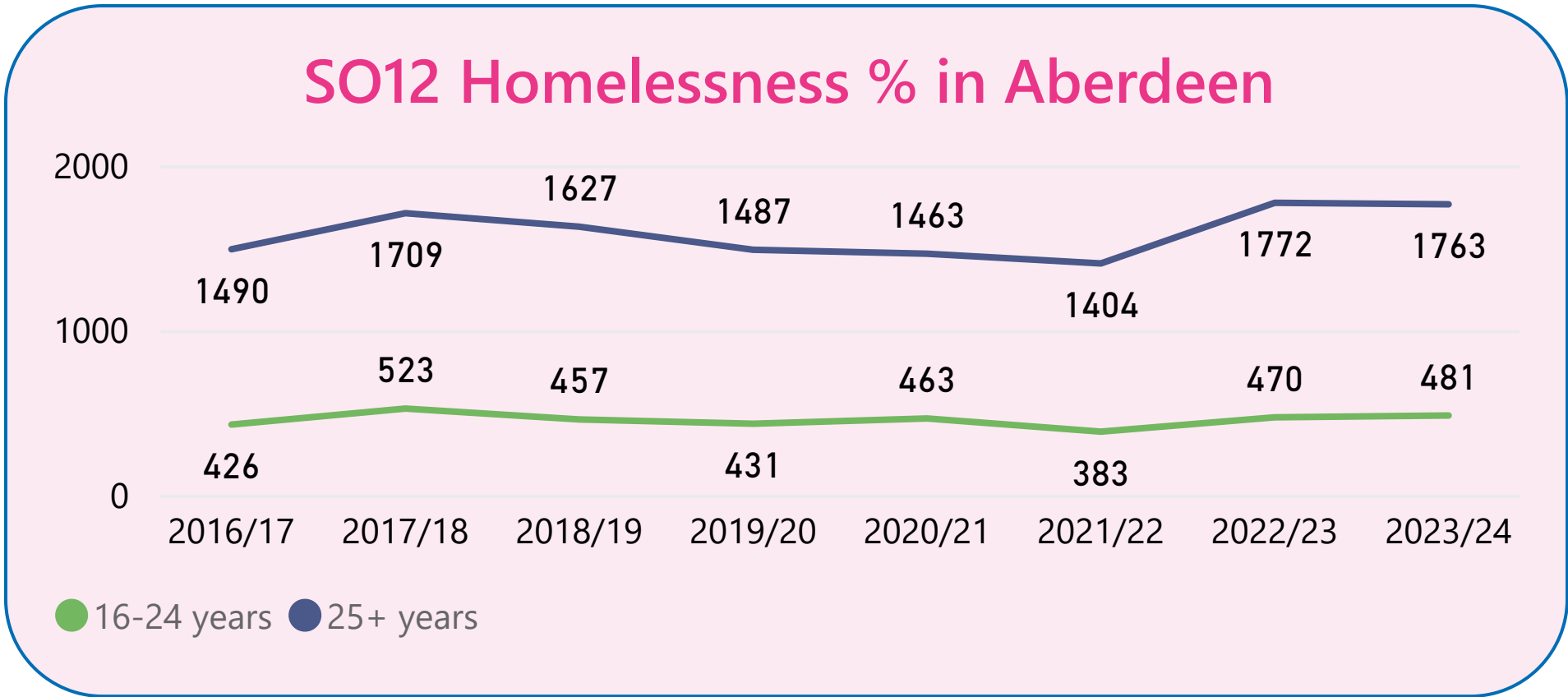
- Outreach:** A Community Appointments Day was held in Torry as a test of engagement effectiveness, despite low attendance.
- Naloxone Boxes** - no further boxes have been placed in the community.
- Aberdeen Protects App:** Continue to promote with third sector partners for awareness within the community.

11.6 Assertive Outreach (AO) - After five years of Assertive Outreach an online survey will be implemented to assess the effectiveness and understanding of AO from staff and with the NHS with a view to implement improvements to the service. There has been a spike in referrals to Assertive outreach recently with an increase of 167% comparing April - June 2024 to April - June 2025. There has been an increase of 26% between Jan - Mar 2025 and Apr - Jun 2025. In April – Jun 2025 53% of referrals were from priority neighbourhood's, a slight decrease from 56% in the previous quarter. This has remained at an average of 52% over the last 4 years. Data for all discharges from Assertive Outreach the percentage being closed deemed as “no longer considered at risk, or no longer required support” has been increased steadily from 58% in April – June 2023 to a high of 80% in October – December 2024, however has decreased slightly in April – June 2025 to 75%.

11.7 Recovery - Continue to work with Phoenix Futures as they establish their premise in Aberdeenshire to offer residential support. Good connections with housing on follow on support when return to City after residential treatment. 7 patients have been approved for "day-hab" at Rae House, Muir of Fowlis. There has been a 6.7% increase in people getting support from SMS service from Jan 2025 to July 2025.

Stretch Outcome 12: Reduce overall homeless presentations by 10% and youth homelessness by 6% by 2026

Overall Progress



Project Aim Status

Project Ref.	Project Aim	Project Aim Trend	Project Manager	New/Revised Charter Due	Project Progress RAG
12.1	100% of frontline staff in key sectors are asking about housing insecurity and acting to provide necessary support by 2026	○	ACC, Rachel Harrison	30 Oct 2024	●
12.1 Page 143	Increase by 20% the number of people who feel more informed about the causes of homelessness and feel they have a role to play, and are likely to take action in, making it rare, brief and unrepeatd by 2026.	○	SHMU, Murray Dawson	30/10/2024	●
12.2	Increase the number of private sector organisations actively working in partnership to reduce and prevent homelessness to at least 10 by 2026.	↑	Burgesses, Seonaidh Baker	30/10/2024	●
12.3	Increase to 50% the number (%) of Community Planning Aberdeen decisions which impact on preventing homelessness that are co-produced with people with lived experience.	○	GREC, Ross McKay	30/10/2024	●
12.4	Reduce number of young people aged 16/17 years presenting as homeless by 10% and 18-24 years presenting as homeless by 4% by 2026	○	Aberdeen Foyer, Leona McDermid	30 Oct 2024 26 Feb 2025	●
12.5	By 2026, support 50 people at risk of experiencing or at risk of presenting as homeless through a rapid multi-agency, person centred preventative response approach.	●	Aberdeen Cyrenians, Donna Hutchison	30 Oct 2024 26 Feb 2025 21 May 2025	●
12.6	Reduce the number of homelessness presentations due to evictions or abandonment by 5% and increase the number of people supported to sustain their tenancy across private and social landlords by 5%.	●	Citizens Advice Bureau, Kristi kelly	30/10/2024	●
12.7	Merged with 12.5 above		Aberdeen Cyrenians, Donna Hutchison	30 Oct 2024 26 Feb 2025 21 May 2025 - MG	
12.8	90% of young people know where to find information about types of housing, tenancy/ housing rights and skills to sustain their tenancy by 2026.	○	Shelter Scotland, Iona Rennie	30 Oct 2024 - MG	●
12.9	Increase accessibility to a wider range of housing options to people at risk of homelessness.	●	ACC, Mel Booth	30 Oct 2024 26 Feb 2025 21 May 2025 - MG	●

Chair of Homewards Aberdeen Coalition - Dr Isaac Poobalan, Provost St Andrews Cathedral
July2025 Progress Report

Stretch Outcomes/Charters

8 charters approved and 1 further due for today's meeting. 12.9 charter delayed . A workshop has been held on 25th June and outputs from CHI received. Ambitious proposals developed from that are expected to be embedded within the new 10 year LOIP refresh and 5 year Local Housing Strategy.

Updates from 12.3 and 12.4 still due.

12.1 Reframing Perceptions and Encouraging Action - is progressing with a discovery phase with a bid submitted to support a place based approach to participatory media and engagement alongside empowering communities to develop the right engagement tools to deliver their lived experiences and stories. A comms workshop is to be held in August which is being facilitated by a private sector partner pro-bono.

12.2 Partnering with the Private Sector - Employer engagement event hosted with 60 businesses in attendance. 4 businesses wished to have follow up conversations as to how they can help (“What one thing”). A Faith round table to take place , “Change Please” to attend next project meeting to present their plans to launch in Aberdeen and paid training started in August and will work thereafter with the Kirk of St Nicholas through partnership with ScotArt.

12.3 Lived Experience - changes prioritised and agreed to progress with creating and facilitating a living and lived experience panel of people with experience of homelessness to begin with, along with remuneration good practice.

12.5 Aberdeen Tasking and Activation Partnership - Charter approved in May 2025, currently designing change ideas.

12.6 Evictions - Partner organisations across RSL, private and statutory have started sharing some of their practises around tenancy sustainment and evictions. A pilot rent assistance fund was shared to the group with the information shared with partners who have agreed to share it with eligible ACC tenants that they support. A follow up action on finding resource to help map available support in the space. A further conversation to be had with RGU students potentially helping with mapping.

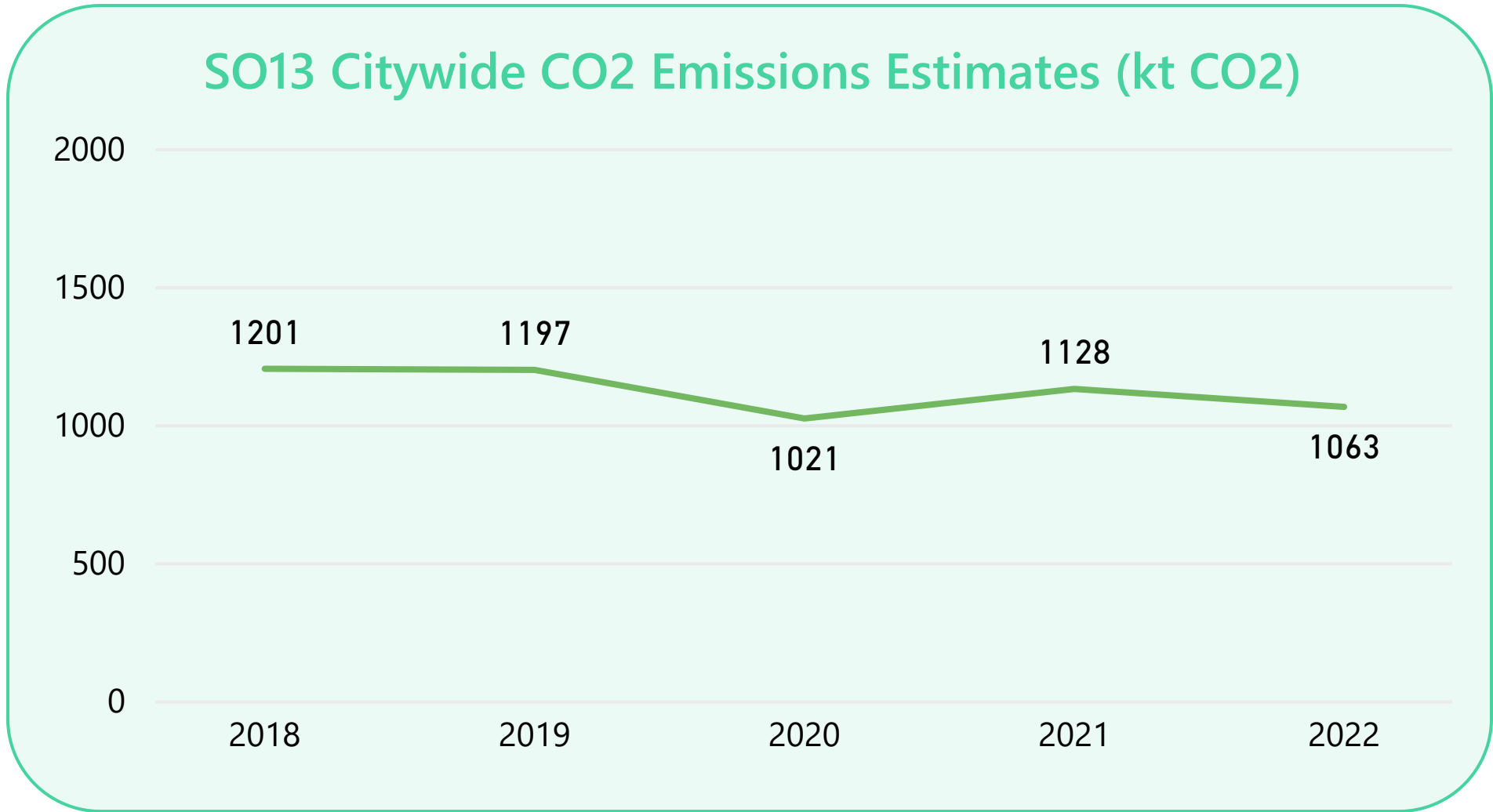
12.8 Young People - Housing Rights and Skills - Project designing initial changes with focus of discussions to date being on prevention and Education considering the pilot of [NPA Tenancy SCQF level 4](#) in a school possibly Northfield Academy where Upstream is being trialled. Also, engaging with Professor Ken Gibb (CaCHE) on their curriculum for prevention and to see possibilities of this being trialled. A workshop and ongoing work is happening with the University of Aberdeen, Robert Gordon University and NESCOL took place to collaboratively discuss consistency of messaging around housing, homelessness and rights on their various platforms for further education students. A meeting with Professor Ken Gibb (Cache) on their curriculum for prevention module is set to happen in the 1st week of August to progress exploring trialling in school(s) in Aberdeen.

12.10 Ask and Act - A tool is currently being developed using AI. This is being funded and tested via the ATAP project that projects 12.5/7 is delivering. It is expected to go through a testing phase between July and September.

Access the Homewards Aberdeen latest monthly [newsletter](#) to keep up to date on all of the work ongoing through the Homewards Programme in Aberdeen. You can subscribe to our newsletter by following this link.

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

Overall Progress



Chair of the Sustainable City Group - Jillian Evans, NHS Grampian
July 2025 Progress Report

Project Aim Status

Project Ref.	Project Aim	Project Aim Trend	Project Manager	New/Revised Charter Due	Project Progress RAG
13.1	Reduce public sector carbon emissions by at least 7% by 2026.	↑	ACC, Alison Leslie	6 June 2024 - SCG	🟡
13.2	Reduce the generation of waste in Aberdeen by 8% by 2026.	➡	NHSG, Phil Mackie	16 July 2024 - SCG 29 Aug 2024 - SCG	🟢
13.3	To have Community led resilience plans in place for the most vulnerable areas (6) in the City by 2025 and increase by 10% the % of people who know where to find information and resources to help prepare for severe weather events by 2025.	➡	ACC, Fiona Mann	6 June 2024 - SCG 16 July 2024 - SCG	🟡
13.4	Reduction in falls in intervention areas by 20% by end of 2025 compared to the non-intervention areas by 2025	↑	NHSG, Danny Ruta	30 Oct 2024 - MG	★

Stretch Outcome/Charters

Between 2005 and 2022, CO2 emissions have reduced by 44.2%.

13.1 Public Sector Carbon Emissions - update awaited

13.2 Waste: 1-3 School food waste pilots are still in development, Wish to tie it in with Good Food Nation Guidance expected from Scottish Govt Late Summer/Autumn 2025 and aim to get changes agreed and a pilot place in school over the summer holidays.

13.1 Community Led Resilience -Project manager has been supporting Tall Ships and therefore no update this cycle.

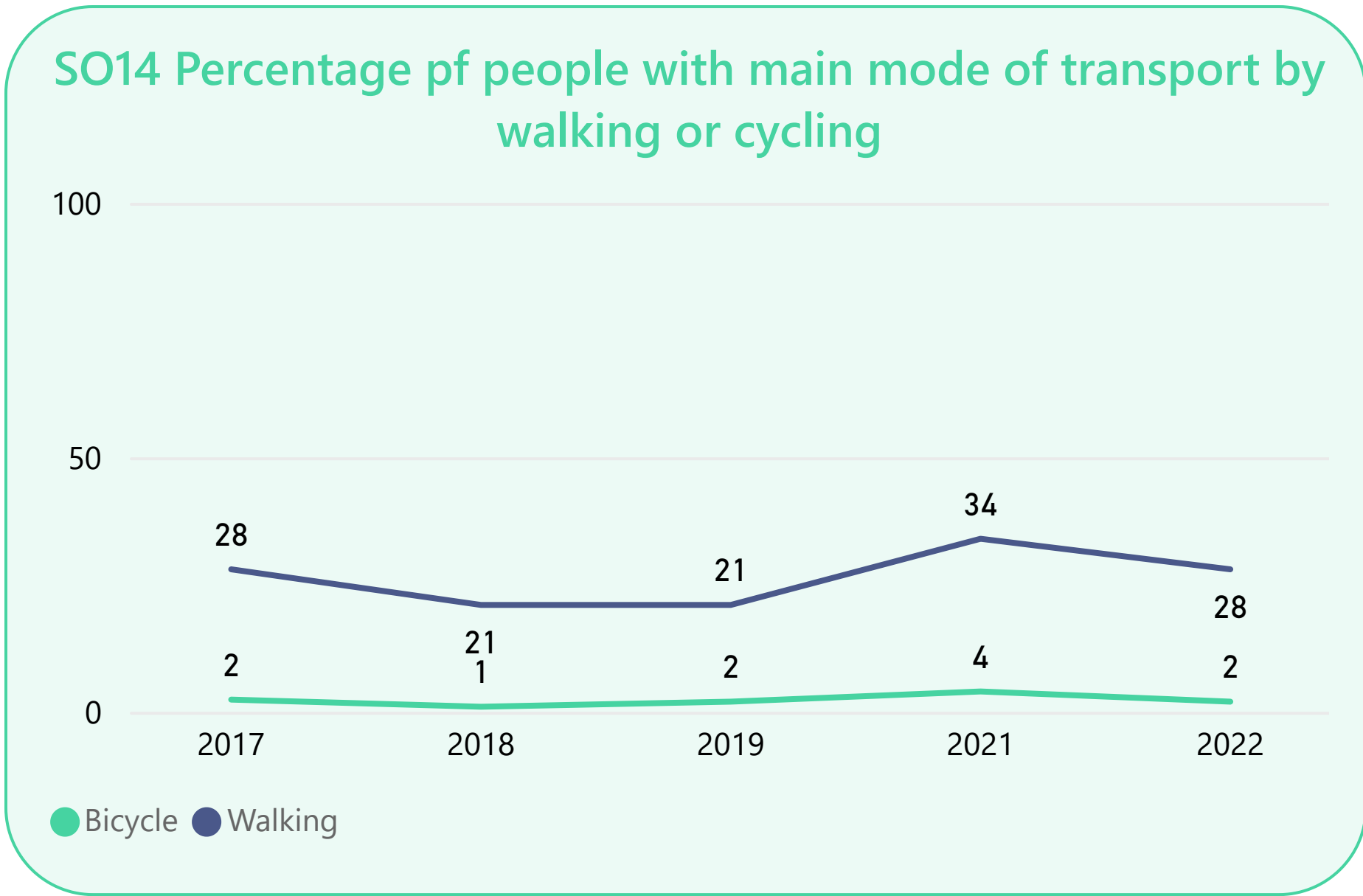
13.4 Ice Crews - aim achieved

Led by 3 community councils, with approximately 20 volunteers and supported by the local authority and NHS Grampian, the volunteer ‘ice crews’ are gritting high risk pavement areas in AB15 / AB16 to help keep our community out and about. As a result, compared to other areas where Ice Crews are not yet in place, we found in AB15 and AB16 the daily peak of 11 falls in the cold snap in January 2025, was 29.7% of the daily peak of 37 falls in January 2023. A reduction of 70.3%. Meanwhile, in the rest of the city, the daily peak in January 2025 was 29 falls, 64.4% of the peak of 45 falls in January 2023. A reduction of 35.6%. Therefore in the intervention re there was a 34.7% greater reduction. 14.7% over the original aim.

Stretch Outcome 14: Increase sustainable travel: 38% of people walking; 5% of people cycling and wheeling as a main mode of travel and a 5% reduction in car miles by 2026

Chair of the Sustainable City Group - Jillian Evans, NHS Grampian
July 2025 Progress Report

Overall Progress



Stretch Outcome/Charters

28% of people walked as their main mode of travel and 2% cycled in 2022 – down from 34% and 4% in 2021.

14.1 Walking

- Regional Active Travel Network, providing a map to identify current active travel options finalised. Two benches were installed in Central Park,
- Dyce, funded by the Health Improvement Fund and led by the Dyce and Stoneywood Community Association. The Association also subsidised the installation cost.
- New walking trails ahead of the Tall Ships event, further enhancing existing city walking routes.
- A collaborative video project to promote health walks is being planned by Aberdeen Healthy & Social Care Partnership, SHMU, and Sport Aberdeen; it is still in the early stages.
- Community input and testing continue, particularly regarding cycling information provided on the Get About page.
- Two schools in Aberdeen have been provisionally chosen for the School Streets Pilot, though decision will be made in Sept. The initiative aims to create safer routes for children to walk or cycle to school.

14.2 Cycling

- **Get About** - [Getabout... by Bike](#) | [Getabout](#). Regional Active Travel Network completed A map of which can be accessed here - [Nestrans_RATN_Updates_July24](#). This can be used as a tool to identify existing active travel options.
- **North East Cycle Hub (NECH)**: in Q4, 198 bikes were collected from the SUEZ HWRC in Aberdeen, avoiding them being taken to landfill. The volume of bikes is steadily increasing. [North East Cycle Hub](#) | [Nestrans](#) and for FY 2025/26 - [Recycled Bikes for All](#) | [Nestrans](#)
- **Grampian Inclusive Cycle Bothy (GICB)** As a result of the additional staffing the team have been able to organise a second weekly session at the Aberdeen bothy, with sessions running on a Wed afternoon from the beginning of 2025. Regular attendees have included a new group from Cults Academy, as well as existing attendees from Heathryburn Primary School. Numbers across both sessions are building well, with the potential for running a regular extra-curricular session during the spring and summer period.
- **I Bike Communities** – this project was wound up during FY 2024/25 and no delivery activities have occurred since the previous reporting period. [I Bike – Communities](#) | [Nestrans](#)
- **Community Bike Storage** – during Q4, Cycling Scotland engaged with all registered social landlords in the city to develop applications for residential cycle storage (Sanctuary Housing, Grampian Housing Association, Aberdeen City Council Housing, Osprey Housing Association). Unfortunately, due to staff capacity, it was not possible to deliver these projects in FY 2024-25. This work will now be progressed by Aberdeen City Council in FY 2025/26 as part of the Nestrans’ People & Place funding. [Cycle Storage Programme](#) | [Nestrans](#) and for FY 2025/26 see [Secure Cycle Storage Facilities](#) | [Nestrans](#)

14.3 Reduce Car Miles

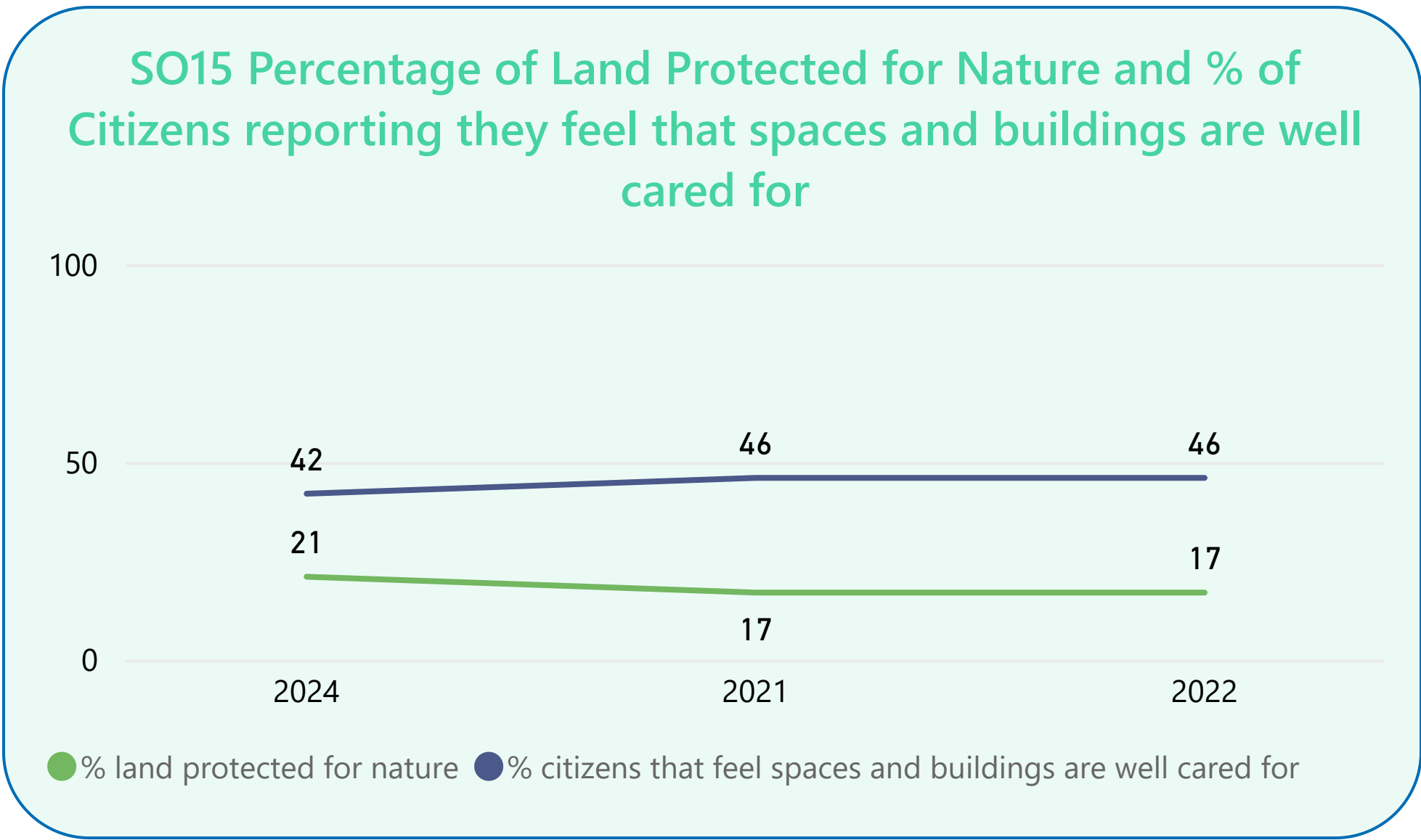
- Nestrans is working with consultants AECOM on the development of a mobility hub in the city. AECOM has been liaising with communities across the city on behalf of Nestrans, with the support of Locality Planning, to identify appropriate community locations.
- Walking Scotland’s “Walking Communities” project continues to move forward under Nestrans’ 2025/26 People & Place fund. Kincorth has provisionally been identified as the area of focus for this initiative. (Note: Walking Scotland is the new name for Paths for All). Read more here - [Walking Communities](#) | [Nestrans](#)

Project Aim Status

Project Ref.	Project Aim	Project Aim Trend	Project Manager	Project Progress RAG
14.2	Increase % of people who cycle and wheel as one mode of travel by 2% by 2026.	➔	NESTRANS, Caroline Hood	●
14.1	Increase % of people who walk as one mode of travel by 5% by 2026.	➔	NESTRANS, Caroline Hood	●
14.3	Reduce car kms by 5% by 2026	➔	NESTRANS, Caroline Hood	●

Stretch Outcome 15: 26% of Aberdeen's area will be protected for nature and 60% of citizens report they feel that spaces and buildings are well cared for by 2026

Overall Progress



Chair of the Sustainable City Group - Jillian Evans, NHS Grampian
July 2025 Progress Report

Stretch Outcome/Charters
4% increase in % of land is protected for nature 17 to 21.3% in 2025, compared to 17% in 2021
4% reduction in people report they feel that spaces and buildings are well cared for, 49% in 2021 to 42.2% in 2024.

15.1 Natural Space - No update received

15.2 Social Prescribing
Between April 2024 and March 2025, 19 people have been socially prescribed nature. RSPB Nature Prescriptions has gone live in two GP Practices out of the original three that had previously shown interest in the project. **Garthdee Medical Practice and Torry Medical Practice.** Early informal feedback from the Link Workers confirm the nature prescriptions have started to be introduced and been well received. RSPB has requested to complete a spreadsheet of the numbers of prescriptions given to clients. The data provided will work in parallel with the national research RSPB is leading on. Green Health Map developed and launched during Green Health Week.

15.3 importance of nature - no update received in 2025, status unknown.

15.4 Land for Nature
Increase from 7 to 8 organisations pledged. Existing signatories that signed the Aberdeen Climate and Nature pledge over 12 months ago have been contacted and asked if they would like to review their pledge and potentially take the opportunity to add additional sub-pledges from the five sub-pledge categories;

- Mobility
- Buildings and Energy
- Natural Environment
- Circular Economy
- Empowerment

A direct request was made for them to specifically consider committing to the Nature and Environment commitment to manage 10% of your outdoor space for nature by 2023 and 26% by 2026. With some examples on how this could be achieved with links to ‘How to’ documents’.

15.5 Local Environmental Improvements
Aim achieved. Between April and March 2025, 40 community led environmental improvement projects have been funded, 29 via the Local Environmental Action Fund (LEAF) and 11 from the Just Transition Participatory Budgeting (JTPB) Fund, an increase of 67% from 2023/24 (24) . Of the 11 Just Transition Participatory Budgeting, 8 are supporting local environmental improvements for green spaces and a further 3 are supporting built-environment improvements such as energy efficiency upgrades for community buildings.

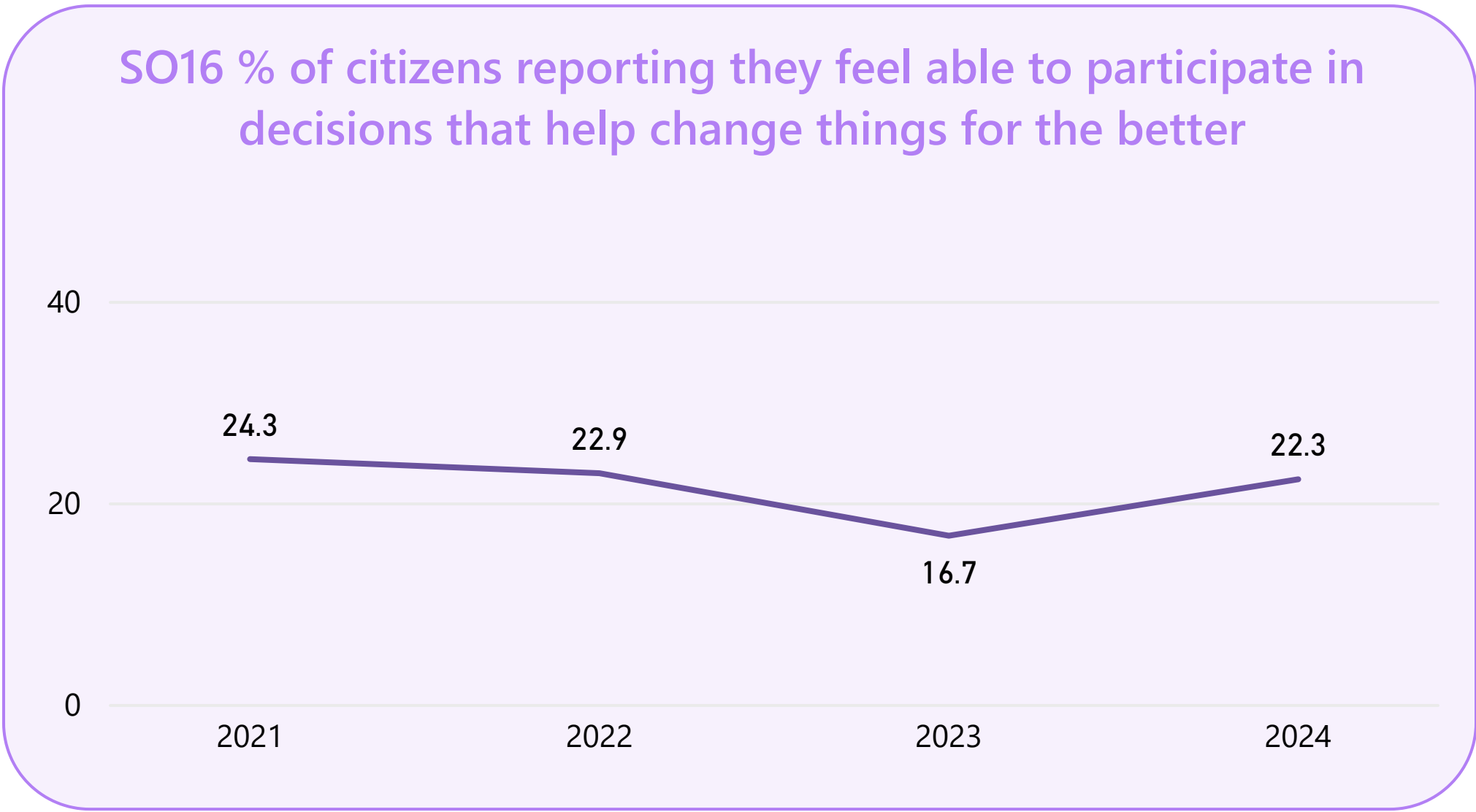
Of the 40 projects, 13 are in Central, 11 in South, 11 in North and 5 are City Wide. 12 projects are working in our priority neighbourhoods, 7 in central priority neighbourhoods and 5 in South.

Project Aim Status

Project Ref.	Project Aim	Project Aim Trend	Project Manager	Project Progress RAG
15.2	100 people to be socially prescribed nature by 2026 to support positive outcomes in relation to their health and wellbeing	➡	NHSG, Alison Hannan	🟢
15.3	25% of people report that they understand the importance of nature on both their neighbourhood and individual wellbeing by 2026	⬆	ACC, Richard Brough	🔴
15.4	At least 23 organisations across all sectors in Aberdeen pledging to manage at least 10% of their land for nature by 2024 and at least 26% by 2026	➡	ACC, Sinclair Laing	🟢
15.5	Increase by 50% the number of community groups delivering local environmental improvements in their neighbourhoods by 2026	⬆	NESCAN, Alison Stuart	★
15.1	Increase to 65% the proportion of people who feel they can regularly experience good quality natural space by 2026	⬆	ACC, Steven Shaw	🟡

Stretch Outcome 16: 50% of citizens report they feel able to participate in decisions that help change things for the better by 2026

Overall Progress



Chair of the Community Empowerment Group -
Michelle Crombie, ACC

July 2025 Progress Report

Project Aim Status

Page 147

Project Ref.	Project Aim	Project Aim Trend	Project Manager	Project Progress RAG
16.1	100% of decisions which impact on children and young people are informed by them by 2026.	↑	ACC, Margaret Stewart	●
16.2	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 2026.	↑	ACC, Allison Swanson	●
16.3	Increase the number and diversity of community members participating in community planning at a meaningful level (Rung 5 and above) by 100% by 2025.	↑	ACC/ACHSCP, Jade Leyden/Iain Robertson	★
16.4	10% increase in amount of funding distributed by local funders across Aberdeen City using non-traditional methods by 2026.	○	ACVO, Maggie Hepburn	●
16.5	Increase the number of community led projects promoted and celebrated across the City, and increase by 20% the proportion of policy and decision makers who feel they have a good awareness of community-led initiatives in the City by 2025.	○	SHMU, Dave Black	●
16.6	Increase the number of people (staff and communities) who state that they have the skills, tools and support they need to work together to make improvements in the community to 50% by 2025.	○	NHSG, Elaine McConnachie	●

Stretch Outcome/Charters

Latest data for Stretch Outcome shows 22.3% of citizens report they feel able to participate in decisions that help change things for the better, a 5.6% increase.

16.2 Community Ideas

Between Jan 2025 and Apr 2025, there has been a 15% increase in the no. of community ideas from the locality plans being tested (41 – 47). With a 15% increase in the number of ideas being tested with communities involved (25 to 28).

16.3 Community Participation

There has been a 32% increase from 2023/24 (602) and a 769% increase from 2022/23 (91), as well as 41 community groups and organisations, a 58% increase since 2022/23 (26).

16.4 Funding

As part of the test - “Locally delivered funds to include community commissioning processes as part of their offer to engage community groups” on 3rd July 2025 we held a Joint Community Empowerment Network / Grampian Engagement Network Event at Trinity Hall from local funders describing how the community voices currently inform funding processes and decisions and inviting community ideas of improving engagement with local funds. Repeat event planned for early September. Good participation and engagement from 29 participants at this hybrid event.

16.5 Celebrating Communities

Shmu continues to work with communities to develop community websites. The Torry site launched in February and has been very well used to date, featuring local news, opportunities and activities. The initial work to develop a site for Tillydrone has begun, while the Woodside site launched before the project was started.

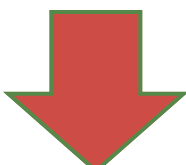
They have started a new radio show highlighting community led projects, unsung community heroes, and exploration of community opportunities (like community asset transfer) - the first episode was recorded in November, with a second iteration from March-April, and will be starting again in the summer of 2025 with a new presenter. With ACVO taking a lead, we have been developing a micro-site to host stories of community-led change, and show-casing new and impactful initiatives, with a view to recognising this work and inspiring to take actions.

Improvement Project Key

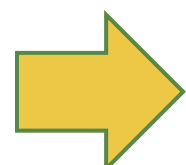
Aim
Trend



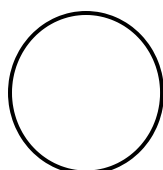
Improving



Declining



Steady



Baseline data only

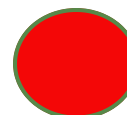


No Baseline Data

Overall Rag Key



On track



Off track



At risk



Agenda Item 5.1

Community Planning Aberdeen

Progress Report	Community Planning Budget 2025/2026 – Q1 Budget Monitoring Report
Lead Officer	Michelle Crombie, Strategic Lead, Prevention and Community Empowerment
Report Author	Allison Swanson, Community Planning and Improvement Manager
Date of Report	24 July 2025
Governance Group	CPA Management Group – 13 August 2025

Purpose of the Report

The purpose of this report is to provide an update on the 2025/26 Community Planning Budget's financial performance for the period 1 April 2025 to 30 June 2025.

Summary of Key Information

1 BACKGROUND

- 1.1 The community planning budget agreed for 2025/26 on 19 June 2025 was £1,633,757. This included contributions from Aberdeen City Council, Police Scotland, NHS Grampian and NESTRANS.

	2025/26 Budget £
Aberdeen City Council	1,605,725
NHS Grampian	18,032
Police Scotland	5,000
NESTRANS	5,000
Total	1,633,757

2 COMMUNITY PLANNING BUDGET 2025/26

- 2.1 This budget monitoring report shows current and projected expenditure for 2025/26 as at the end of quarter 1.

	2025/26 Budget £	Year to date spend £	Full year forecast £	Variance £ (Difference between forecast and budget)
Fairer Aberdeen Fund	1,534,436	348,654	1,534,436	0
ACVO Third Sector Interface/ engagement: Community Planning	62,321	15,580.25	62,321	0
City Voice	37,000	37,000	37,000	0
Total	1,633,757	401,234.25	1,633,757	0

Recommendations for Action

It is recommended that the CPA Management Group:

- i) Note Community Planning Aberdeen Budget's performance during quarter 1 of 2025/26.

Opportunities and Risks

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

Consultation

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

Maggie Hepburn, CEO, ACVO
Aileen Duncan, Finance Development Officer, ACC
Susan Thom, Fairer Aberdeen and Anti Poverty Manager, ACC

Background Papers

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

Community Planning Budget 2025/26

Contact details:

Michelle Crombie
Strategic Lead Prevention and Community Empowerment
Aberdeen City Council
Email: mcrombie@aberdeencity.gov.uk

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				
UKSPF Aberdeen Energy Efficiency Programme https://www.scarf.org.uk/organisation/sustainable-business/aberdeen-energy-efficiency-programme/	This initiative is designed to assist small and medium enterprises (SMEs), sole traders, and third sector organisations throughout Aberdeen in enhancing their energy efficiency, reducing carbon emissions, and supporting the city’s net zero targets. Suggested uses include improvements to building fabric and equipment such as: Solar PV/Battery storage; Air Source Heat pump replacing air conditioning/gas boiler/electric heating; Upgrade Business Equipment to more energy efficient like freezers/fryers/ovens; Voltage optimisers; Double glazing replacing single glazing; Roof/Internal/cavity wall/ Building fabric insulation; Light upgrade/movement sensors; LED/replacing standard lighting; Space heating; Upgraded electrical board; Remote heating controls; Draught proofing; Mechanical/non mechanical ventilation and heat recovery	Up to £10,000 for 50% match funding	23 rd November 2025; or until funding has been fully allocated.	3 rd sector organisations, SMEs

	Additional recommendations made by Business Energy Scotland will be considered.			
Scottish Enterprise - Workplace Transformation Support Fund https://www.scottish-enterprise.com/support-for-businesses/funding-and-grants/business-grants-and-funding-calls/workplace-transformation-support	Grants are available for enterprises in Scotland working in key sectors, aimed at supporting projects that transform practices, skills, and leadership capabilities within the workplace. The funding is designed to help companies foster business growth by instigating change in important strategic areas. The goal is to increase and accelerate capital investment and maximise returns. The fund's focus is on key industries of the future, including: Clean energy. Professional, scientific and technical services. Information and communications. Manufacturing.	Up to £100,000, to fund up to 50% of project costs. To qualify for support, the project must be linked to a capital investment worth at least £200,000. Applicants are required to provide at least 50% of their project costs from other sources.	Applications may be made at any time to support the delivery of projects by 31 March 2026.	Applicants must Operate within the area served by Scottish Enterprise Operate in a key industry, like: manufacturing; professional, scientific and technical; information and communication s; or clean energy.
People				
Corra Foundation – Boost Small Grants Boost Fund supporting communities across Scotland	Funding is for projects that: Provide an accessible and supportive funding opportunity for small community-led organisations. Ensure community-led activities remain available to children and families despite the challenges the higher cost of living poses for charities and community groups. Grants can be used to fund a new project, help continue a pre-existing project, or support running costs (such as utilities, salaries, or transport).	Up to £3,000	Application can be submitted anytime.	Charities and grassroots organisations with an annual income of up to £50k

	Funding should be used within 12 months of the date of the award.			
Age Scotland – Encouraging and Supporting Grassroots Activity Fund Encouraging and Supporting Grassroots Activity Fund Age Scotland	Funding is for applications that: - Enable people with lived experience to take part in ordinary activities and stay connected to their community. - Strengthen inclusivity and meaningful participation from people with lived experience. - Have an intergenerational impact, such as working with young carers or including young people in the community. - Create opportunities for peer support or respite for unpaid carers and family members of people living with dementia. All proposed activities must be led from within the community and have lived experience of dementia at the centre of the work.	Up to £20,000	05/09/2025	Organisations and community groups working to support people with dementia and unpaid carers
UK Government - Better Futures Fund https://www.gov.uk/government/news/largest-fund-of-its-kind-to-support-vulnerable-kids-families	The main aim of this new fund is to give struggling and vulnerable families and children a better start in life by providing them with the support and funding needed to access a better education, a safe home, and the caring supportive environment they need to flourish. It is anticipated that around 200,000 children and their families will benefit from the fund over the course of the next decade. Although details have yet to be released, the Government has indicated that it could fund providing support in schools to improve	£500 million will be available in total	To be confirmed	

	attendance and behaviour, intervening to free children from a life of crime, and offering employment support to secure their futures. This investment in early support to tackle challenges like school absence, addiction and re-offending will help give children the stability and opportunity they need to thrive.			
Scottish Government's Volunteering Support Fund 2025-27 https://impactfundingpartners.com/current-funding/volunteering-support-fund-2025-2027/	The funding is intended to enable Scotland's small to medium-sized third sector organisations to recruit additional volunteers (who will contribute towards delivering a new volunteering project, or extending/expanding an existing one) and improve how volunteers are supported in their role. The following costs are eligible for funding: Staff costs including recruitment, expenses and training. Volunteer costs including expenses and training. Direct project costs. Contribution to overheads. Accessibility costs.	The maximum grant over the funded period (1 November 2025 to 31 March 2027) is £20,000 with a maximum of: £6,000 in Year One. £14,000 in Year Two.	25/08/2025	3 rd sector organisations
Bank of Scotland Foundation - Thrive Programme https://bankofscotlandfoundation.org/funding-programmes/thrive	This is a targeted grants programme developed to support charities providing financial advice, building financial resilience, delivering financial education or simply encouraging good financial health with people living in vulnerable circumstances. This could include providing practical financial support, budgeting assistance, help with debt management, financial education,	Three year grants of £75,000 (£25,000 per annum) will be available.	17/09/2025	Charities registered in and operating within Scotland with an annual income of between £50,000 and £300,000 can

	and personalised advice, to help people navigate financial challenges and build long-term resilience. The grants can be used for core costs, delivery costs, project costs and/or general running costs.			apply.
Agnes Hunter Trust https://www.agneshunter.org.uk/	The funding is intended to support disabled people throughout Scotland, providing them with opportunities and enabling them to lead fulfilling lives. This can include specific groups of people, for example those living with mental ill health, cancer, physical and sensory impairments and long-term health conditions, as well as people with learning disabilities, autistic people, and other neurodivergent people. Funding can be used towards an organisation's core costs or direct project costs, including staff salaries and overheads.	Up to £10,000	28/08/2025	Registered charities
Henry Smith Foundation - Together We Begin Fund https://henrysmith.foundation/grants/together-we-begin/	The funding is for work that helps achieve the following two objectives: Enhanced parenting skills - families feel more confident and capable in supporting their children's development. This might include: - Reduced stress and anxiety - Better daily routines - Improved parent and child wellbeing Better community connections - families feel less isolated and more connected to local services and other families. They can access resources and build relationships that continue beyond your	Up to £150,000	28/08/2025	Not-for-profit organisations

	service, ultimately helping children develop and thrive. The funding is flexible and can support general running costs.			
National Lottery Community Fund - Supporting Change: Carers (Scotland) https://www.tnlcommunityfund.org.uk/funding/programmes/supporting-change-carers	The Fund will support projects to improve the health and wellbeing of unpaid carers by making meaningful and lasting system changes. The following costs are eligible for funding: Organisational running costs; Equipment; One-off events; Staff costs; Training costs; Transport; Utilities; Volunteer expenses; Part of the organisation's overheads; Some capital costs.	Grants of between £500,000 to £2 million are available over 5 to 10 years. Organisations can also apply for up to £50,000 in development funding.	28/08/2025	Voluntary and community and public sector organisations
Place				
SSEN Transmission Regional Community Benefit Fund Our Regional Community Fund - SSEN Transmission	Funding is available for projects under the following themes: People: Focusing on skills, training and employability. Place: Emphasising the community and culture of the north of Scotland. Place can refer to the physical environment or the wider cultural identity of a community, which may include arts and language. Alleviating fuel poverty: Looking at strategic ways to help people across the region. Applications will be assessed with regard to the following factors:	Up to £500,000	19/11/2025	Legally constituted community groups, not-for-profit organisations and registered charities operating in the SSEN Transmission network area can apply.

	Value for Money: Evidence that the project has a high impact for the amount invested. Community Involvement: Evidence that the community is engaged in the development and implementation of the project. This may be in the form of surveys, service user involvement, community consultations, open days, letters of support or volunteering opportunities. Partnership Working: Projects that involve strategic partnerships working together to achieve more. Financial Viability: Evidence that the project will be maintained beyond the period of grant funding. Evidence of Need: Demonstration of a real financial need for the application and evidence that the applicant has leveraged other sources of external funding. UN Sustainable Development Goals: Alignment with a minimum of one of the UN Sustainability Goals and the ability to assess the project against these goals.			
London North Eastern Railway (LNER) Customer and Community Investment Fund Customer & Community Investment Fund LNER	Funding is for projects and activities that address one or more of the following priorities: Better for People Fostering a culture of equality, that champions diversity and inclusivity. Creating a culture of positive mental health, bringing people and communities together. Better for Places Creating skilled and inclusive communities along our networks that can thrive. Better for Planet	Up to £10,000	25/08/2025	Registered charities, community groups, local authorities, schools

	Conserve resources, reduce waste, and reuse where possible. Staff costs will be considered, but they must relate to the proposed project activities and cannot be for core costs for a charity, such as salaries, general running costs etc.			
Scottish Library and Information Council - School Library Improvement Fund https://scottishlibraries.org/the-school-library-improvement-fund/	The aim of the Fund is to support creative and innovative projects within the school library sector. As well as supporting the impact and strategic aims of Vibrant Libraries, Thriving Schools, projects should support one of the following funding priorities: Cross Curricular working and developing employability skills. Delivering Digital literacy and exploring digital creativity. Cluster working and Family Learning. Funding will be considered for a range of activities including: shared reading projects; mental health and wellbeing support; digital creativity; developing skills and knowledge; supporting learning and teaching and improving literacy skills.	The Fund available is £150,000. There is no minimum or maximum amount for applications. Projects must be completed within 12 months.	27/08/2025	The fund is available to all state nurseries, primary schools, and secondary schools in Scotland with an established library.
Tree Council - Branching Out Fund https://treecouncil.org.uk/grants-and-guidance/our-grants/	The funding is for tree and hedge planting projects taking place during the 2025/26 winter planting season. Grants will be paid after planting has taken place and upon submission of a claim form, receipts and photos (evidence of planting).	Up to £2,500	14/11/2025	Schools, community groups, CICs

National Lottery Community Fund - Climate Action Fund - Our Shared Future https://www.nlcommunityfund.org.uk/funding/programmes/climate-action-fund-our-shared-future	The funding is for formal partnership working across sectors, led by community and voluntary organisations or public sector organisations for projects that reach more people by either: Influencing communities at a regional, national or UK level, for example by linking larger campaigns or projects that will inspire people to take action on climate issues, or helping communities to influence the people that make policies that affect them. Linking climate action to the everyday lives and interests of local communities and using people's day-to-day activities to inspire them to do things differently and work towards lasting impact. The funding can be used for the following: Staff costs; Volunteer expenses; General project costs; Engagement activities; Learning and evaluation, including sharing these with others; Communications and campaigns; Utilities or running costs; Organisational development and management costs; Costs to help engage with and support communities, or smaller partner organisations; Equipment; Delivering the project in other languages, such as Welsh.	£1,500,000	17/12/2025	Not-for-profit organisations working in a formal partnership
Technology				
Scottish Government – CivTech Welcome to CivTech Round 11 – CivTech	The purpose of CivTech is to match digital tech innovators with public sector organisations that are looking to create digital solutions for a variety of 'civic challenges'. This accelerator provides a route for entrepreneurs, start-ups, SMEs and other companies to work towards the development of	Discretionary The total value of contract opportunities in this round is £5.5 million.	02/09/2025	Local authorities; the private sector, academia

	digital transformation within the public sector while creating the potential for such businesses to gain public sector contracts.			
Depot Charging Scheme - Department for Transport (DfT) https://find-government-grants.service.gov.uk/grants/depot-charging-scheme-1	Support for the installation of charging infrastructure at fleet depots to enable the uptake of zero emission heavy goods vehicles (HGVs), vans and coaches. The scheme aims to reduce the carbon impact of the road freight and coach industries by supporting depot-based charging where costs may not be commercially viable. The funding is intended to complement existing vehicle incentives for zero emission vans and HGVs. By part-funding both vehicle purchases and depot charging infrastructure, the scheme supports operators in transitioning to battery-electric fleets.	Up to £1,000,000 Applicants must secure at least 25% of the necessary project costs from their own resources or from elsewhere.	28/11/2025	UK-registered fleet operators in the public, private and non-profit sectors
Scottish Government - Heavy Goods Vehicle Market Readiness Fund: SME Fleet Analysis Support Heavy Goods Vehicle Market Readiness Fund Transport Scotland	Grants are available to help SME and micro HGV fleets in Scotland assess decarbonisation options through funded fleet reviews, with findings shared with the haulier and Transport Scotland, as part of the Heavy Goods Vehicle Market Readiness Fund programme. Eligible costs include the procurement of analytical support and the planning, assessment and development of reports. All funding must be claimed before 31 March 2026.	Up to £20,000	19/12/2025	Applications will be accepted from HGV fleet operators with fewer than 50 vehicles and a main registered office or headquarters located in Scotland.
Scottish Government - Community Energy Generation Growth Fund https://localenergy.scot/funding/community-	Grants are available to community groups in Scotland to set up renewable energy generation projects. Most of the funding available is capital funding. Funding can be used for:	Discretionary Feasibility Stage: Grants of up to £20,000. Development Stage: Grants of up to £250,000.	08/09/2025	Non-for-profit community groups

energy-generation-growth-fund/	Projects that install over 50kW of renewable energy, either at a site or over multiple sites, for example, building multiple roofs. Costs that support bringing assets to the site for installation and construction costs. Developing and installing community-owned renewable energy generation, including wind, solar PV and hydro. Funding will also support projects that want to apply for support for repowering. Battery storage can be included if it complements renewable generation and improves the business model. Projects that generate electricity through a connection and: Sell to the national grid. Sell to a local energy user with enough demand. Power their building. A small amount of funding is available for feasibility studies and options appraisals, which will be allocated based on an assessment of project progression and requirements.	Construction Stage: Grants of up to 80% of construction costs up to a maximum of £250,000. Or up to 25% of construction costs with no grant maximum cap. Organisations can also apply for short-term bridging loans with a minimum value of £60,000 while securing match funding.		
Cycling UK - Cycle Access Fund (Scotland) Cycle Access Fund Cycling UK	Five funding strands are available: Individual Bike Ownership – to support organisations that work with adults that are struggling financially to purchase cycles for individuals. Funding for this strand is extremely limited. Shared Use – to support organisations to purchase cycles and equipment's for non-ownership options.	Discretionary	Not specified	Not-for-profit, local authorities, bike repair organisations.

	Recycle – for bike repair organisations and bike recycling centres. Grants of up to £2,000 are available to be spent on £250 per bike and accessories package. Repair – for bike repair organisations and bike recycling centres. Grants of up to £2,000 are available to be spent on repairs of up to £100 per bike. Cycle Parking and Storage - to purchase and enhance existing facilities. There is no limit to the number of funding strands that can be applied for.			
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COMMUNITY PLANNING ABERDEEN MANAGEMENT GROUP AND BOARD MEETING DATES 2026

	March Board	June Board	Sept Board	Nov Board
Management Group Meeting (all at 2pm – teams meeting)	26 Feb	21 May	13 Aug	22 Oct
CPA Board Meeting (all at 2pm in Committee room 2/3)	11 March	18 June	10 Sept	19 Nov

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