

**Meeting on WEDNESDAY, 21 JANUARY 2026 at 2.00 pm**

**\*\* Room MC-4-W-01 - Marischal College, Aberdeen \*\***

**B U S I N E S S**

**APOLOGIES**

**MINUTES**

- 1.1 Minute of Previous Meeting of 3 November 2025 - for approval (Pages 3 - 10)
- 1.2 Draft Minute of the CPA Board Meeting of 19 November 2025 - for information (Pages 11 - 18)

**LOCAL OUTCOME IMPROVEMENT PLAN AND LOCALITY PLANS 2026-36 AND  
CHILDREN'S SERVICES PLAN 2026-31**

- 2.1 Draft Local Outcome Improvement Plan 2026-36 (Pages 19 - 76)
- 2.2 Resourcing of System Changes: Draft LOIP 2026-36 (Pages 77 - 90)
- 2.3 Draft North, South and Central Locality Plans 2026-2036 (Pages 91 - 140)
- 2.4 Draft Local Outcome Improvement Plan and Locality Plans 2026-36: Discussion Paper - **Updated 20/01/26** (Pages 141 - 148)
- 2.5 Health Determinants Research Collaboration Aberdeen Discussion Paper (Pages 149 - 156)
- 2.6 Draft Children's Services Plan 2026-2031 (Pages 157 - 248)

## **COMMUNITY PLANNING ABERDEEN IMPROVEMENT PLAN 2024-26**

- 3.1 Improvement Programme 2024-26 Quarterly Progress Report (Pages 249 - 270)

### **GENERAL BUSINESS**

- 4.1 North East Scotland College Strategic Plan 2025-2030 (Pages 271 - 280)
- 4.2 Community Planning Aberdeen Quarterly Budget Monitoring Report (Pages 281 - 282)

### **FORWARD BUSINESS PLANNER AND FUNDING TRACKER**

- 5.1 CPA Management Group Forward Planner (Pages 283 - 284)
- 5.2 Funding Tracker (Pages 285 - 308)
- 5.3 Date of Next Meeting – 20 May 2026

Should you require any further information about this agenda, please contact email [communityplanning@aberdeencity.gov.uk](mailto:communityplanning@aberdeencity.gov.uk)

**COMMUNITY PLANNING ABERDEEN MANAGEMENT GROUP**  
**3 NOVEMBER 2025**

Present:- Angela Scott (Aberdeen City Council) (Chair), Duncan Abernethy (Aberdeen Prospers), Jamie Bell (Scottish Enterprise), Duncan Abernethy (Aberdeen Prospers), Jason Carrigan (Police Scotland), Mike Casse (Scottish Fire and Rescue Service), Heather Crabb (University of Aberdeen), Michelle Crombie (Community Empowerment), Jillian Evans (Sustainable City Group), Nicola Graham (Skills Development Scotland), Maggie Hepburn (Aberdeen Council for Voluntary Organisations), Alison MacLeod (Aberdeen City Health and Social Care Partnership and Resilient, Included and Supported Group), Phil Mackie (NHS Grampian) (Vice Chair), Martin Murchie (Health Research Determinants Collaboration), Simon Rayner (as a substitute for Fiona Mitchellhill (Alcohol and Drugs Partnership), Graeme Simpson (Children's Services Board), Eleanor Sheppard (Aberdeen City Council), and Campbell Thomson (Homewards Aberdeen Steering Group).

Also Present:- Daniel Crabtree (Aberdeen Health Research Determinants Collaboration), and Jade Leyden and Allison Swanson (Aberdeen City Council), and Iain Robertson (Aberdeen City Health and Social Care Partnership)

Apologies:- Willian Hardie (Robert Gordon University), Claire Wilson (Community Justice Group), and Ross Mackay (GREC Co-General Manager).

Page 5

| Topic                                                               | Discussion/Decision                                                                                                                                                                                                                                                                                                           | Action By |
|---------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| 1. Welcome and Chair                                                | The Chair welcomed all the meeting.                                                                                                                                                                                                                                                                                           |           |
| 2. Minute of Previous Meeting of 13 August 2025                     | <p>The Management Group had before it the minute of its meeting of 13 August 2025, for approval.</p> <p>The Management Group went through the actions and noted that these were either completed or on today's agenda.</p> <p><b><u>The Management Group resolved:</u></b><br/>to approve the minute as a correct record.</p> |           |
| 3. Draft Minute of Meeting of the Community Planning Aberdeen Board | <p>The Management Group had before it the draft minute of the Community Planning Aberdeen Board meeting of 24 September 2025, for information.</p> <p><b><u>The Management Group resolved:</u></b><br/>to note the draft minute.</p>                                                                                          |           |

Agenda Item 1.1

| Topic                                                                                                                               | Discussion/Decision                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Action By |
|-------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| of 24 September 2025                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |           |
| <div data-bbox="98 724 136 861" data-label="Page-Header">Page 4</div> 4. Local Outcome Improvement Plan 2026-36: Draft Logic Models | <p>The Management Group had before it a report which presented the first draft logic models with the emerging priorities and system changes for inclusion within the Local Outcome Improvement Plan (LOIP) 2026–2036 for the Management Group’s discussion as Groups continued to further develop and refine the system changes, improvement aims and stretch outcomes.</p> <p><b>The report recommended:-</b></p> <p>That the CPA Management Group consider and provide feedback on:</p> <ul style="list-style-type: none"> <li>(a) the initial logic models received from Outcome Improvement Groups included in Appendix 1, noting the prioritisation and rationale at Appendix 2;</li> <li>(b) the areas of alignment across the system changes and target populations as detailed at Appendix 3;</li> <li>(c) the balance of prevention as detailed in the evidence and prevention framework at Appendix 4;</li> <li>(d) agree that Outcome Improvement Groups and Partners review the potential gaps as detailed at 2.13 and ensure they had been given due consideration for both the LOIP and single system plans and strategies; and</li> <li>(e) note the next steps as detailed at section 3 and that Outcome Improvement Groups are to submit further iteration of logic model and Theory of Change template for each improvement aim by 15 December 2025..</li> </ul> <p>The Management Group discussion focused on:</p> <ul style="list-style-type: none"> <li>• reviewing the system changes per Social Determinant of Health, with particular attention to system changes where the Chairs/Management Group welcomed further clarity regarding how they meet the system change criteria and confidence of Chairs in the delivery of their system changes</li> <li>• Mapping of the system changes across the Social Determinants – how did they connect?</li> </ul> |           |



| Topic                                                                  | Discussion/Decision                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Action By |
|------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| <div data-bbox="100 730 138 865" data-label="Page-Header">Page 5</div> | <p>Overarching comments across all draft logic models was for Groups to:</p> <ul style="list-style-type: none"> <li>• look at opportunities to consolidate system change proposals within and across OIGs to ensure interconnectedness, avoid duplication, and to enable narrative for the whole system approach to be provided. Chairs to connect to discuss using the initial mapping to visualise their interconnections, balance between universal and targeted services and the underpinning cross cutting enablers linked to facilitate those discussions. Specific comments can be viewed <a href="#">here</a></li> <li>• Consider phasing over the 10-year period, detail when testing the system change can go live</li> <li>• Consider the potential gaps</li> </ul> <p>The Management Group discussed the importance of deliverability and having that assurance that the system changes could be resourced and delivered by partners and that partners were committed by the next submission. In resourcing system changes, Groups to consider network of influence, for example community groups, faith groups, sports etc. Understand what existing resource could deliver and how we could use resources differently to deliver the change was emphasised. Commitment from all partner Chief Executives to the proposed system changes would be sought in January 2026.</p> <p>Communicating the Groups theory of change and what they were trying to achieve by 2036 was also raised, as was the language. It was agreed that Groups were to clearly articulate the here and now, the vision and how they aimed to achieve it. A public facing plan describing or visually showing that aspiration was required. Alignment to Just Transition Theory of Change was also highlighted.</p> <p>In addition, it was recognised that Cross-Cutting Enablers had been identified such as data, evaluation frameworks, had been identified and that these should also include workforce development substance identification, trauma informed etc) and communications strategies to address stigma and promote system changes to be included. The enablers would underpin all logic models and applied across all groups. It was also recognised that partner resourcing and commitment to the enablers was also required.</p> |           |

| Topic  | Discussion/Decision                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Action By                        |
|--------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|
| Page 6 | <p>Thereafter, the Management Group heard from Martin Murchie who explained that he had considered the system changes looking at a whole system approach and mapped them against this and asked was the balance right, was there coherence between the system changes? i.e. do they make sense together? Partners agreed considering the changes across the whole system was important and that Groups needed to review and considered changes against that mapping and connect with other chairs to discuss system connections and opportunities to consolidate or agree how they would work together as part of the system.</p> <p><b><u>The Management Group resolved:</u></b></p> <ol style="list-style-type: none"> <li>1. to agree approve the recommendations and that Groups undertake the following and submit theory of change document for each improvement aim and finalise logic model by 15 December 2025             <ol style="list-style-type: none"> <li>(i) Review and refine system changes on basis of the feedback from the Management Group and overarching comments below–                 <ol style="list-style-type: none"> <li>a. Look at opportunities to consolidate system change proposals within and across Outcome Improvement Groups to ensure interconnectedness, avoid duplication, and to enable narrative for the whole system approach to be provided. Connect with Chairs to discuss and review the <a href="#">mapping of the initial system changes</a> to visualise the current interconnections, balance between universal and targeted services and the underpinning cross cutting enablers to facilitate those discussions.</li> <li>b. Consider phasing over the 10-year period, detail when testing the system change can go live;</li> <li>c. Consider the potential gaps</li> </ol> </li> <li>(ii) System changes to be able to be delivered within current partner resourcing. For each system change:                 <ol style="list-style-type: none"> <li>a. Name the lead partner responsible for each refined system change</li> <li>b. For each system change confirm the partners who are committed to supporting and resourcing the change and how they will do this, including activities that might need to stop to ensure unintended consequences are considered.</li> </ol> </li> <li>(iii) Estimate the impact of each System Change to identify your improvement target - using the <i>Public Health Scotland estimating impact model</i></li> </ol> </li> </ol> | Outcome Improvement Group Chairs |

| Topic                                                                                                        | Discussion/Decision                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Action By |
|--------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
|                                                                                                              | <p>(iv) theory of change document and description of system changes should be in Plain English and not deficit based – everyone should know what you are trying to achieve and who you are targeting</p> <p>2. agree that the system change enablers include workforce development, evaluation, data and communication/campaigns and that partner resourcing of the enablers also be confirmed;</p> <p>3. agree that the next Management Group meeting be held in January to consider the refined logic models in advance of stakeholder engagement and public consultation.</p>                                                                                                                                                                                           |           |
| <p>5. Revising the North, South and Central Locality Plans for 2026-36: The Journey So Far</p> <p>Page 7</p> | <p>The Management Group had before it a report which presented the journey so far in relation to the revision of the North, South and Central Locality Plans for 2026-36.</p> <p><b>The report recommended: -</b><br/>That Management Group –</p> <p>(a) agree to note the North, South and Central Locality Plan learning journeys setting out the revision of the Plans to date and the emerging priorities and ideas for improvement; and</p> <p>(b) endorse the proposal that the Locality Plans align to the Social Determinants of Health and the next steps for the development of the Locality Plans 2026– 36.</p> <p><b><u>The Management Group resolved:</u></b><br/>to approve the recommendations and to commend the easy to read nature of the documents.</p> |           |
| <p>6. CPA Improvement Programme Quarterly Update</p>                                                         | <p>The Management Group had before it a report which provided an update on the progress towards the 16 Stretch Outcomes and 97 improvement projects within Local Outcome Improvement Plan (LOIP).</p> <p><b><u>The report recommended:-</u></b><br/>that the Management Group:</p> <p>(a) 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; and</p>                                                                                                                                                                                           |           |

Page 8

| Topic | Discussion/Decision                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Action By                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                            |                 |                                                                                                              |                |     |                                                                                            |                 |                                                                                                              |     |                                                                                                                                          |                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                            |      |                                                                                               |                                  |                                                                                                                                                                                                                                            |
|-------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|--------------------------------------------------------------------------------------------------------------|----------------|-----|--------------------------------------------------------------------------------------------|-----------------|--------------------------------------------------------------------------------------------------------------|-----|------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|-----------------------------------------------------------------------------------------------|----------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|       | (b) approve the proposed rescheduling of the new charters, as detailed at paragraph which were due for consideration today.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                            |                 |                                                                                                              |                |     |                                                                                            |                 |                                                                                                              |     |                                                                                                                                          |                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                            |      |                                                                                               |                                  |                                                                                                                                                                                                                                            |
|       | Status of new charters still to be initiated.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                            |                 |                                                                                                              |                |     |                                                                                            |                 |                                                                                                              |     |                                                                                                                                          |                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                            |      |                                                                                               |                                  |                                                                                                                                                                                                                                            |
|       | <table><tr><th>Ref</th><th>Improvement Aim</th><th>Project Manager</th><th>Charter Status</th></tr><tr><td>2.8</td><td>Support 25 individuals to gain employability skills via volunteering opportunities by 2026</td><td>TO BE CONFIRMED</td><td><b>Charter delayed for a sixth meeting.</b> Despite efforts a lead for this project has not been identified.</td></tr><tr><td>9.4</td><td>Increase to 80% the number of community justice clients completing exit questionnaires with 90% of those showing an improvement by 2026.</td><td>Health and Social Care Partnership, Justice Social Work, Hazel Flett</td><td>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.</td></tr><tr><td>12.9</td><td>Increase accessibility to a wider range of housing options to people at risk of homelessness.</td><td>Aberdeen City Council, Mel Booth</td><td>A workshop has been held on 25th June and outputs from Centre for Homelessness Impact received. Ambitious proposals developed from that are expected to be embedded within the new 10 year LOIP refresh and 5 year Local Housing Strategy.</td></tr></table> |                                                                      | Ref                                                                                                                                                                                                                                                                                                                                                                                                                                        | Improvement Aim | Project Manager                                                                                              | Charter Status | 2.8 | Support 25 individuals to gain employability skills via volunteering opportunities by 2026 | TO BE CONFIRMED | <b>Charter delayed for a sixth meeting.</b> 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 Centre for Homelessness Impact received. Ambitious proposals developed from that are expected to be embedded within the new 10 year LOIP refresh and 5 year Local Housing Strategy. |
|       | Ref                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                      | Improvement Aim                                                                                                                                                                                                                                                                                                                                                                                                                            | Project Manager | Charter Status                                                                                               |                |     |                                                                                            |                 |                                                                                                              |     |                                                                                                                                          |                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                            |      |                                                                                               |                                  |                                                                                                                                                                                                                                            |
|       | 2.8                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                      | Support 25 individuals to gain employability skills via volunteering opportunities by 2026                                                                                                                                                                                                                                                                                                                                                 | TO BE CONFIRMED | <b>Charter delayed for a sixth meeting.</b> 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 Centre for Homelessness Impact received. Ambitious proposals developed from that are expected to be embedded within the new 10 year LOIP refresh and 5 year Local Housing Strategy.                                                                                                                                                                                                 |                 |                                                                                                              |                |     |                                                                                            |                 |                                                                                                              |     |                                                                                                                                          |                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                            |      |                                                                                               |                                  |                                                                                                                                                                                                                                            |
|       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                            |                 |                                                                                                              |                |     |                                                                                            |                 |                                                                                                              |     |                                                                                                                                          |                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                            |      |                                                                                               |                                  |                                                                                                                                                                                                                                            |
|       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                            |                 |                                                                                                              |                |     |                                                                                            |                 |                                                                                                              |     |                                                                                                                                          |                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                            |      |                                                                                               |                                  |                                                                                                                                                                                                                                            |

| Topic                                                                              | Discussion/Decision                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Action By |
|------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
|                                                                                    | <p><b><u>The Management Group resolved:</u></b><br/>to approve the recommendations.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |           |
| <p>7. Community Planning Aberdeen Quarterly Budget Monitoring Report</p>           | <p>The purpose of this report is to provide an update on the 2025/26 Community Planning Budget's financial performance for the period 1 July 2025 to 30 September 2025.</p> <p><b>The report recommended:-</b><br/>that the CPA Management Group note Community Planning Aberdeen Budget's performance during quarter 2 of 2025/26.</p> <p><b><u>The Management Group resolved:</u></b><br/>to approve the recommendation.</p>                                                                                                                                                       |           |
| <p>8. Health Determinants Research Collaboration Update</p>                        | <p>The Management Group had before it a report which presented the current progress of the Health Determinants Research Collaboration Aberdeen (HDRCA).</p> <p><b>The report recommended:-</b><br/>that the Management Group note the progress report and consider what further collaboration might be prioritised between Community Planning Aberdeen and the Health Determinants Research Collaboration Aberdeen</p> <p><b><u>The Management Group resolved:</u></b><br/>to approve the recommendation.</p>                                                                        |           |
| <p>9. Health Determinants Research Collaboration Aberdeen Embedded Researchers</p> | <p>The Management Group had before it a report which provided an update on status of the Health Determinants Research Collaboration Embedded Researcher Project.</p> <p><b>The report recommended:-</b><br/>that the Management Group</p> <ul style="list-style-type: none"> <li>(a) note that this work is in progress; and</li> <li>(b) agree that Outcome Improvement Groups continue to engage with their Embedded Researcher and the HDRCA during the LOIP redesign process.</li> </ul> <p><b><u>The Management Group resolved:</u></b><br/>to approve the recommendations.</p> |           |

| Topic                                           | Discussion/Decision                                                                                                                                                                                                                                                                               | Action By                            |
|-------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|
| 10. Community Planning Aberdeen Forward Planner | <p>The Management Group had before it the Community Planning Aberdeen Forward Planner.</p> <p><b><u>The Management Group resolved:</u></b><br/>to note the Community Planning Aberdeen forward planner and to agree that all partners advise of any items of future business for the planner.</p> |                                      |
| 11. Funding Tracker                             | <p>The Management Group had before it the current funding tracker</p> <p><b><u>The Management Group resolved:</u></b><br/>to note the funding tracker and to encourage all partners and Groups to use the tracker to apply for funding to support improvement activity.</p>                       | All Outcome Improvement Group Chairs |
| 12. Date of Next Meeting                        | The Management Group agreed that its next meeting be scheduled to be held prior to the stakeholder engagement on the LOIP proposals.                                                                                                                                                              |                                      |

# **COMMUNITY PLANNING BOARD** **19 NOVEMBER 2025**

**Present:** Councillor Christian Allard (Aberdeen City Council), Chairperson, Councillor Kate Blake (Aberdeen City Council); Councillor Martin Greig (Aberdeen City Council); Dr Heather May Morgan (University of Aberdeen); Paul O'Connor (Aberdeen Council of Voluntary Organisation); Shantini Paranjothy (NHS Grampian, Public Health); Councillor Miranda Radley (Aberdeen City Council); Angela Scott (Aberdeen City Council); and Kate Stephen (Police Scotland).

**Also Present:** Caroline Anderson (NHS Grampian), Michelle Crombie, Nicole Davey, Jade Leyden, Margaret Stewart (Aberdeen City Council); Adrinne Craig (Sport Aberdeen); Iain Robertson, Chris Smillie (Aberdeen City Health and Social Partnership); and Mike Melvin (Aberdeen Council of Voluntary Organisation).

**Apologies:** Susan Elston (NESCOL); Nick Fyfe (Robert Gordon University); Matthew Lockley (Scottish Enterprise); Richard McCallum (Scottish Government); Hussein Patwa (Integration Joint Board); and Laura Skaife Knight (NHS Grampian).

|               | Topic                                               | Discussion/Decision                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Action By |
|---------------|-----------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| 1.<br>Page 11 | Tour of Aberdeen City Vaccination and Wellbeing Hub | <p>The Board received a tour of Aberdeen City Vaccination and Wellbeing Hub hosted by NHS Grampian in the Bon Accord Centre.</p> <p>Caroline Anderson – Programme Manager (NHS Grampian) advised that the Hub have provided services to the community of Aberdeen as a Community Information Point - in terms of Clinical Services for Vaccination Team, Community Treatment and Care, Vitamin B12 injections and Health Visiting Team. Furthermore, she mentioned the Hub also served as safe place and a sociable space to learn and connect with Silver City Surfers as they provided drop-in sessions aimed at people, especially older people needing help with modern technology. Moreover, the Hub provided weekly activities for holistic wellbeing, health checks and as an early intervention for the community.</p> <p><b><u>The Board resolved: -</u></b><br/>to thank Caroline Anderson and NHS Grampian for the tour.</p> |           |
| 2.            | Welcome                                             | The Chair welcomed the Board, which included new members Dr Heather May Morgan, representative from the University of Aberdeen, and Paul O'Connor – Aberdeen Council of Voluntary Organisation (ACVO) who replaced Sarah Chew. The Chair thanked Sarah Chew for her contributions and support to the Board.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |           |
| 3.            | Community Planning Aberdeen Board Minute of         | The Board had before it the minute of its previous meeting of 24 September 2025 for approval.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |           |

|   | Topic                                                                        | Discussion/Decision                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Action By                                             |
|---|------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|
|   | Previous Meeting of 24 September 2025                                        | The Board was advised that the requested information/actions from Richard McCallum- Location Director – Scottish Government had been emailed to the Board.<br><b><u>The Board resolved: -</u></b><br>(i) to approve the minute as a correct record; and<br>(ii) to note the information provided on the actions.                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                       |
| 4 | Draft Community Planning Aberdeen Management Group Minute of 3 November 2025 | The Board had before it the draft minute of the Community Planning Aberdeen Management Group meeting of 3 November 2025 for information.<br><br><b><u>The Board resolved: -</u></b><br>to note the draft minute.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                       |
| 5 | Community Planning Aberdeen Board Forward Planner                            | The Board had before it the Community Planning Aberdeen Board Forward Planner.<br><br>The Board heard from Michelle Crombie – Strategic Lead Prevention and Community Empowerment - (Aberdeen City Council) who advised that there would be an update on the forward planner as she had been in discussions with Dr Heather May Morgan on the presentation and hosting of the meeting from University of Aberdeen in the following year once they had confirmed and agreed with the date. Also, Paul O'Connor showed an interest in hosting a meeting next summer<br><br><b><u>The Board resolved: -</u></b><br>(i) to agree the Forward Planner; and<br>(ii) to note that Michelle Crombie would meet with Dr Heather May Morgan and Paul O'Connor to discuss future meeting arrangements. | Michelle Crombie / Heather May Morgan / Paul O'Connor |
| 6 | Scottish Government Location Director National Update                        | The Board had before it a written update from Richard McCallum, Location Director, Scottish Government.<br><br>The Board thanked Mr McCallum for the update and discussed the paper. During the discussion, partners sought clarification on various matters and agreed for the questions to be emailed to Mr McCallum.<br><br><b><u>The Board resolved: -</u></b><br>(i) to note the Scottish Government update;<br>(ii) to request information on Education and Skills: £150,000 to support Young People onto the Right Path: Item 7: whether there were any other project because Place to be had received the funding; and<br>(iii) to request more details on Cash Back for Communities Impact Report Published: Item 32: In Aberdeen, Project spend between 2008-2025 has been        | Richard McCallum / Scottish Government                |



|   | Topic                                                                                       | Discussion/Decision                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Action By |
|---|---------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
|   |                                                                                             | £3,902,116 with 38,569 young people supported by having to link and interconnectivity on the various activities of the improvement locally.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |           |
| 7 | Local Outcome Improvement Plan 2026-36: Current Status                                      | <p>The before it a report which presented the current status of the Local Outcome Improvement Plan 2026-36 and provided an update on the next steps as the Outcome Improvement Groups continued to further develop and refine the system changes, improvement aims and stretch outcomes.</p> <p><b>The report recommended: -</b><br/>that the Board:</p> <ul style="list-style-type: none"> <li>(a) note the current status of the development of the Local Outcome Improvement Plan 2026-2036; and</li> <li>(b) note the next steps as detailed at section 3 and that Outcome Improvement Groups are to submit further iteration of logic model and Theory of Change template for each improvement aim by 15 December 2025.</li> </ul> <p>Michelle Crombie – Strategic Lead, Prevention and Community Empowerment – (Aberdeen City Council) provided an overview of the report that the Improvement Groups were on track to have their sections of the draft LOIP 2026-36 submitted by the end of the year.</p> <p>Mrs Crombie advised that there would be stakeholder engagement in January, followed with a consultation in February, with the final Plan to be submitted in June for approval.</p> <p><b><u>The Board resolved: -</u></b></p> <ul style="list-style-type: none"> <li>(i) to approve the recommendations; and</li> <li>(ii) to thank Mrs Crombie for the report.</li> </ul> |           |
| 8 | Learning Journeys: Community Friendly Evidence Base for the Revised Locality Plans 2026 -36 | <p>The Board had before it a report which presented the learning journeys for the North, South and Central Localities and which provided an update on the engagement activity which had taken place with communities to date in the development of the revised Locality Plans 2026-36.</p> <p><b>The report recommended: -</b><br/>that the Board:</p> <ul style="list-style-type: none"> <li>(a) note the progress made in engaging communities in the revision of the Locality Plans to date as demonstrated in the learning journeys; and</li> <li>(b) note the next steps for the development of the Locality Plans 2026-36.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |           |

|         | Topic                                                                                            | Discussion/Decision                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Action By |
|---------|--------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| Page 14 |                                                                                                  | <p>The Board heard Jade Leyden – Locality Planning and Community Development Manager - (Aberdeen City Council) provided an overview of the report on the learning journeys for the North, South and Central localities and its outcomes of the engagement.</p> <p>The partners discussed the reports and commended on the engagement of young people. It was also mentioned that on the report that there was different approach reflected in the various localities. Notwithstanding, the partners discussed the challenges faced within the three localities. They asked if there would be challenges in solution, and if there would be a need for sub locality solution in tackling the needs locally.</p> <p>In response to the above, Michelle Crombie advised on events been held in South Locality brought some community groups together. She mentioned there was a test of change with Station House Media Unit (SHMU) at Woodside. Iain Robertson – Transformation Manager - (Aberdeen City Health and Social Care Partnership) assured the Board that the Integrated Locality Team have a designated officer targeted for the areas in terms of expanding the network and visiting communities. He advised on the visits to the communities and emphasized that some communities needed a prioritised support.</p> <p><b><u>The Board resolved: -</u></b><br/>to approve the recommendations.</p> |           |
|         | 9<br>Community Planning<br>Aberdeen Improvement<br>Programme Quarterly<br>Update and Appendices. | <p>The Board had before it a report which provided an update on the progress towards the 16 Stretch Outcomes and 97 Improvement projects within Local Outcome Improvement Plan (LOIP) and presented 3 case studies on improvement projects.</p> <p><b><u>The report recommended: -</u></b><br/>that the Board: -</p> <ul style="list-style-type: none"> <li>(i) note and consider the overview of progress towards the 16 stretch outcomes and 97 Improvement projects as contained at appendix 1;</li> <li>(ii) approve the proposed rescheduling of the new charters, as detailed at paragraph 2.4 which were due for consideration;</li> <li>(iii) consider the case studies at Appendix 2; and</li> <li>(iv) note the next steps/transition to the Local Outcome Improvement Plan 2026 – 2036.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |           |

|  | Topic | Discussion/Decision                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Action By |
|--|-------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
|  |       | <p>Michelle Crombie – Strategic Lead, Prevention and Community Empowerment - (Aberdeen City Council) provided an overview of the report on the progress towards the 97 LOIP projects. By way of background, Mrs Crombie identified that out of 97 improvement aims, as mentioned, 85 were live; 9 had ended with it aims been achieved; and 3 had not started. Mrs Crombie introduced the project managers and its respective case studies as contained in Appendix 2 to the Board.</p> <p>Michelle Crombie spoke through the case study on Supporting Care Experienced Young People to become confident parents. She stated that results have been achieved through the Family Nurse Partnership Programme for care experienced young people to be parents.</p> <p>The Board received a video presentation from Adrinne Craig – Healthy Communities Manager - (Sport Aberdeen) on Increasing Access to Community Based Support for People Living with Chronic Pain. The partners discussed the presentation and these were raised in the process – (a) if the Aberdeen Vaccination and Wellbeing Hub made it happen, (b) the impact on prescribing and if there were people on prescribed drugs for chronic pain.</p> <p>In response to the above, Caroline Anderson – Programme Manager - (NHS Grampian) advised it began first Chronic Pain Community at Get Active @ Northfield and subsequent ones at Aberdeen Vaccination and Wellbeing Hub due to its accessibility and people being comfortable and felt heard with the support provided. In addition to Caroline Anderson's response, Adrinne Craig added that there has been an increase on referrals, increase on engagements and awareness, and lastly chats with team members. In response to (b)- Caroline Anderson emphasized that the aim of Chronic Pain Team was not for people to solely depend on medication, but mainly on peer support and exercise. She suggested there would need for a evaluation in the future since there has been an estimate of 489 people being involved. It was mentioned that survey carried out showed that 38% adults were on waiting list for chronic pain. Notwithstanding, the partners analysed and sought for clarification that proved women sought and suffered from chronic pain based on the demography. Caroline Anderson advised that higher proportion of women about 84% have been referred to the service than 16% of men. She informed the partners there are created posters for awareness. The partners suggested in terms of moving forward if the awareness could be promoted within their groups via social media</p> |           |

|         | Topic                                                             | Discussion/Decision                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Action By    |
|---------|-------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|
| Page 16 |                                                                   | <p>Chris Smilie – Project Manager - (Aberdeen City Health and Social Care Partnership) provided an overview of the case study on Improving Health and Wellbeing Through Social Prescribing of Nature.</p> <p>Mr Smillie advised on works were being undertaken with Mike Melvin - Aberdeen Council of Voluntary Organisation (ACVO) and Steven Shaw – Environmental Manager (Aberdeen City Council) hence by having to share the information within the local communities. In furtherance, Mr Smille hinted that in October 2025, 58 people had socially prescribed, some are involved with Royal Society for the Protection of Birds (RSPB).</p> <p>In addition to the above, Mike Melvin also hinted that community gardens, volunteering -for instance like tall ships was another means of gentle approach to people to be engaged in social prescribing.</p> <p>The partners had a thorough discussion on the challenges in terms of resources – co-ordinating and actively getting people involved; and the potentials of expanding.</p> <p><b><u>The Board resolved: -</u></b></p> <p>(i) to approve the recommendations; and</p> <p>(ii) to agree for partners to promote the chronic pain awareness within their groups.</p> | All Partners |
| 10      | Director of Public Health Report 2024 – Children and Young People | <p>The Board had before it the Director of Public Health Annual Report 2024/25 presented for the Board's information.</p> <p><b><u>The report recommended: -</u></b></p> <p>that the Board: -</p> <p>note and discuss the content of the Director of Public Health report for 2024/25.</p> <p>The Board received a presentation from Shantini Paranjothy – Director of Public Health - (NHS Grampian). She provided an overview of the report which concentrated mainly on these 4 themes that: -</p> <p>(a) living in poverty – It was mentioned that in Aberdeen City, 1 out of 5 children still living in child poverty and in other tackle child poverty, Scottish Government has undertaken to work with parents/families. Also there has been a development of flexible fund to reduce the barriers for families in accessing hospital appointments; (b) inequalities and life expectancy – Ms Paranjothy stated that children (boys) born in the most deprived areas tend to live 10 years less than their peers in the least deprived</p>                                                                                                                                                                                     |              |

|         | Topic                                                      | Discussion/Decision                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Action By |
|---------|------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| Page 17 |                                                            | <p>areas in the city of Aberdeen. She advised that NHS Grampian in collaboration with Health Equity in Scotland are tackling inequalities through the five-year health equity plan; (c) mental health and neurodiversity – She advised on works been undertaken in the city mental health and wellbeing. For instance, Aberdeen City Mental Health and Wellbeing Collaborative subgroup project have supported children and young people across Aberdeen City, Aberdeenshire, and Moray. Also, NHS Grampian currently developing a new whole system approach to support children with neurodevelopmental differences and their families; and (d) climate change – she advised on nature prescribing to address the climate change taking place.</p> <p>Ms Paranjothy advised on the next steps undertaken for NHS Grampian that: - (i) progress work to ‘poverty proof’ our health and care services - learning from the Health Equity Learning Project; (ii) develop an innovative whole-system pathway to provide early identification, assessment, and tailored support for children with neuro-developmental differences – NHSG charity funding; (iii) continue to progress ongoing work to address inequities in breast feeding drop-off rates, oral health, HPV vaccinations and teenage pregnancies, and supporting children to maintain healthy weight; and (iv) review and refresh child health strategy for Grampian. Notwithstanding, Ms Paranjothy mentioned NHS Grampian would be working with the partners and Integrated Children’s Services Board Aberdeen City. The partners discussed the impact of the four themes on children and young people, and thanked Ms Paranjothy for the presentation.</p> <p><b><u>The Board resolved: -</u></b><br/>to approve the recommendations.</p> |           |
| 11      | Health Determinant Research Collaboration Aberdeen (HDRCA) | <p>The Board had before it a report which presented the 2025 Annual Progress Report of the Health Determinants Research Collaboration Aberdeen (HDRCA).</p> <p><b><u>The report recommended: -</u></b><br/>that the Board note the progress report and consider what further collaboration might be prioritised between Community Planning Aberdeen and the Health Determinants Research Collaboration Aberdeen.</p> <p><b><u>The Board resolved: -</u></b><br/>to approve the recommendation.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |           |

|    | Topic                               | Discussion/Decision                                                                        | Action By |
|----|-------------------------------------|--------------------------------------------------------------------------------------------|-----------|
| 12 | Date of next meeting -18 March 2026 | The Board noted that its next meeting would take place on Wednesday, 18 March 2026 at 2pm. |           |



## Community Planning Aberdeen

|                         |                                                                        |
|-------------------------|------------------------------------------------------------------------|
| <b>Progress Report</b>  | Draft Local Outcome Improvement Plan 2026-36                           |
| <b>Lead Officer</b>     | Michelle Crombie, Strategic Lead, Prevention and Community Empowerment |
| <b>Report Author</b>    | Allison Swanson, Community Planning and Improvement Manager            |
| <b>Date of Report</b>   | 7 January 2026                                                         |
| <b>Governance Group</b> | Community Planning Aberdeen Management Group – 21 January 2026         |

### Purpose of the Report

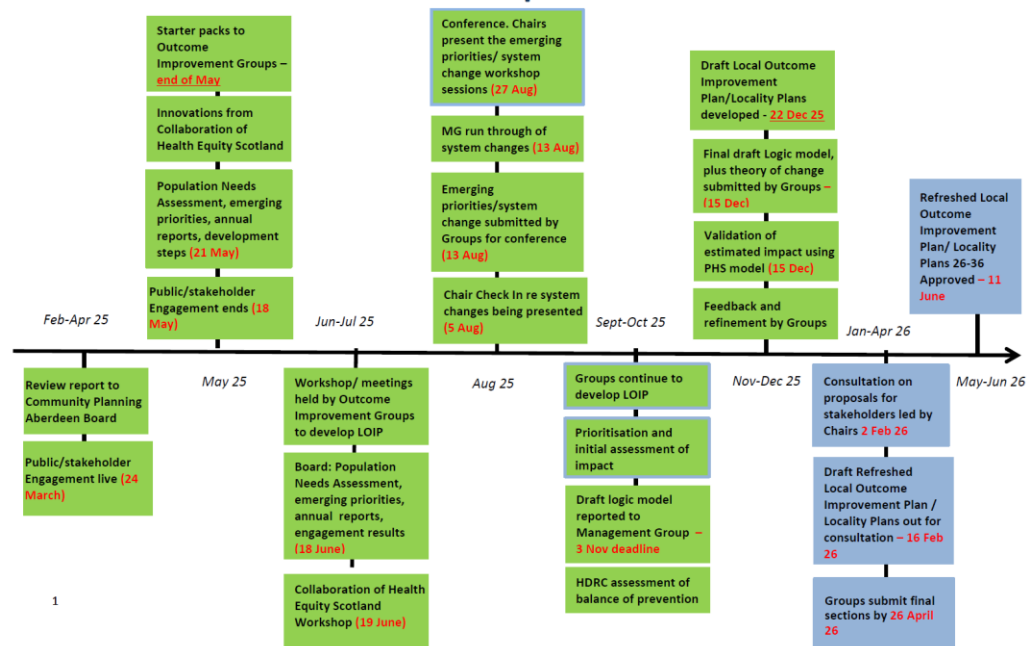
This report presents the draft Local Outcome Improvement Plan (LOIP) 2026–2036 for the Management Group's consideration.

### Summary of Key Information

#### 1 BACKGROUND

1.1 The Local Outcome Improvement Plan 2026-36 development process, as detailed below continues to progress with the key milestones achieved to date reflected in green below:

#### Timeline to Local Outcome Improvement Plan 2026-36



- 1.2 Since the last meeting of the Management Group, Groups have continued to refine their logic models on basis of feedback and have estimated the impact of the proposed system changes using Public Health Scotland's estimating impact model.

## 2 DRAFT LOCAL OUTCOME IMPROVEMENT PLAN 2026-2036

- 2.1 The draft Local Outcome Improvement Plan 2026-2036, including the updated logic models detailing the system changes, the medium-term outcomes (2031 improvement aims) and the long-term Stretch Outcome (2036) is at **Appendix 1** for review and feedback.
- 2.2 The table below shows an overview of the number of system changes, improvement aims and proposed Stretch Outcomes per social determinant of health. Since the previous meeting system changes have been consolidated and refined from 49 to 36.

| Social Determinant of Health             | No. of system changes | No. of improvement aims | Proposed Stretch Outcome                                                                                                                                 |
|------------------------------------------|-----------------------|-------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|
| Children, Families and Lifelong Learning | 6                     | 3                       | 95% of young people in the Scottish Index of Multiple Deprivation 1 and vulnerable groups achieve a positive destination on leaving school by 2036.      |
| Economic Stability                       | 7                     | 3                       | Reduce to 10% the number of people in Scottish Index of Multiple Deprivation 1 not employed by 2036.                                                     |
| Communities and Housing                  | 10                    | 3                       | Reduce the proportion of people in relative poverty by 6.5% by 2036                                                                                      |
| Neighbourhood and Environment            | 5                     | 2                       | Reduce by 84% carbon emissions and 30% of land managed for nature by 2036                                                                                |
| Health and Social Care                   | 8                     | 2                       | Increase Healthy Life Expectancy by at least 2 years by 2036 and reduce gap in Life Expectancy between the most and least deprived areas by 20% by 2036. |
| <b>Total</b>                             | 36                    | 13                      | 5                                                                                                                                                        |

### AREAS OF ALIGNMENT AND SYSTEM CHANGE ENABLERS

- 2.3 Across the proposed logic models there are a number of cross-cutting and interdependent system changes. Within the logic models the system changes that have strong connection/ alignment and that require collaborative design and implementation is detailed. Groups will work together to design and implement the connected changes to ensure no duplication.



- 2.4 Throughout the identification of the system changes a number of key enablers that are cross cutting and provide the foundation and conditions necessary to enable the system changes to be delivered effectively have been identified. The enablers of system change are contained within the draft LOIP 2026-36.

## **PREVENTION AND REDUCING INEQUALITIES**

- 2.5 The Local Outcome Improvement Plan is focused on reducing the inequalities experienced across the city as identified in the Population Needs Assessment data, and with a focus on Scottish Index of Multiple Deprivation 1 and vulnerable groups. The Plan highlights that we need to be honest and that whilst we need to improve the health of all, we need to improve the health of the poorest fastest. Where inequality persists, treating everyone equally may not lead to equitable outcomes, therefore in the Plan while we take action across the whole population, system changes are targeting our efforts with greater intensity to where they are needed most, guided by data and dialogue with our communities and private sector.
- 2.6 The target populations are detailed in the logic models. Of the 36 system changes:
- 6 have a whole population/universal focus
  - 33 have a targeted focus
- 2.7 The mapping of the system changes to groups experiencing inequality shows that each group is supported by at least one of the system changes. It is important to note that individuals may belong to more than one group, experiencing intersecting forms of inequality and that as changes are designed further detail will be available. System changes when being designed and tested will be informed by people with lived experience.

## **ESTIMATING IMPACT/SMART IMPROVEMENT AIMS**

- 2.8 Measurability of the stretch outcomes/ improvement aims and the availability of data to evidence impact is a consistent area of feedback. A well defined, measurable improvement aim is an essential starting point for gathering baseline data, or putting systems in place where that data is not currently available. All groups have used the Public Health Scotland estimating impact method to identify the potential impact on target population. The improvement aim targets within the logic models have been identified using the method, along with professional judgment. Baseline data for all improvement aims are available and detailed in the draft LOIP 2026-36.

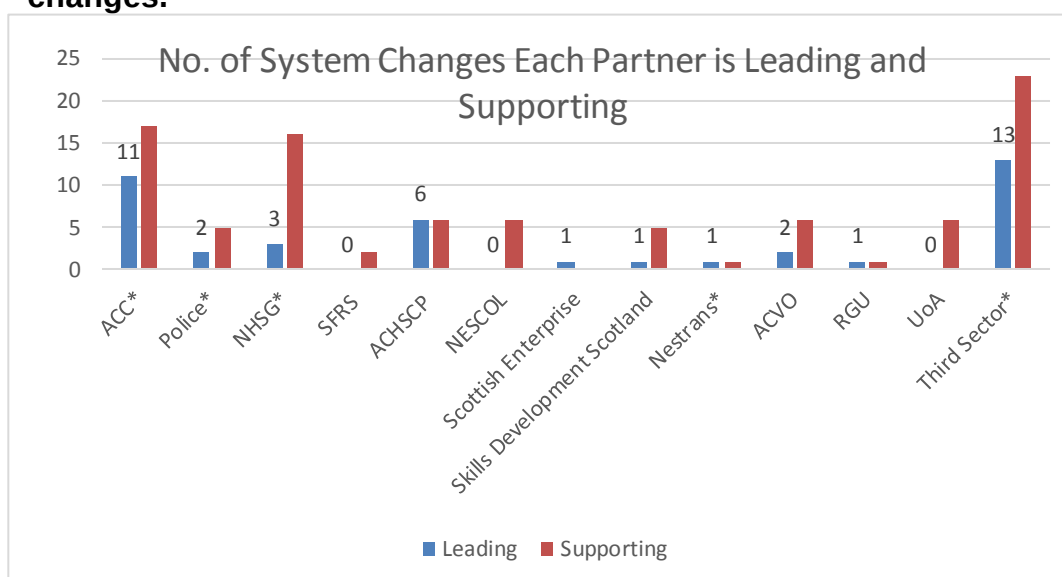
## **LEADERSHIP AND RESOURCES**

- 2.9 Strong leadership and commitment by individual partners continues to be fundamental to the successful delivery of the Local Outcome Improvement Plan. Commitment from all partners to the system changes proposed have been sought through the partner's representative on the Outcome Improvement Group. The graph below shows the leadership of the system changes across partner organisations.

2.10 4 are proposed to be co-led. All system changes have a leading partner detailed, however 5 of the named partners (3 of which are co-leads) are still to be confirmed.

2.11 The graph shows how leadership of system changes is distributed among partners. This highlights that statutory community planning partners are leading the majority of the system changes, with Aberdeen City Council leading 11 out of 36 (31%) ACHSCP 6 (17%), NHS Grampian 3 (8%), Police Scotland 2 (6%) and Skills Development Scotland, RGU, Scottish Enterprise, NESTRANS are all leading 1 change each. Non-statutory community planning partners are leading a number system changes with ACVO leading 2 (6%) and a further 12 third sector partners leading 12 (33%). Scottish Fire and Rescue Service, NESCOL and the University of Aberdeen are not leading any system changes. A similar pattern is presented when reviewing the commitment to support the delivery of the system changes also shown in the graph below.  
*\*Note the numbers reflect the 4 system changes proposed to be co-led.*

2.12 This uneven spread of leadership and support to deliver the system changes highlight that leadership and responsibility for system change are not equally shared, which could pose risks for the deliverability of the system changes. There is an opportunity to broaden leadership and support from partners to ensure the deliverability of the system changes proposed. **Management Group members are asked to review their contribution in advance of the Management Group meeting and advise where they can further contribute by either leading or resourcing any of the other system changes.**



\*Note the numbers reflect co-led projects

2.13 As part of prioritisation, and following the last meeting of the Management Group, Groups have continued to explore and confirm, for each system, whether the “the system change is appropriately resourced?”- Is funding part of a core budget, or funding identified (met), has funding sources that can be applied for identified or application submitted, or sufficient resource to design and test the change (partially), or no funding source identified (Not)? The 36 system changes have been categorised as follows in terms of resourcing:

| <i>“Is the system change appropriately resourced?”</i> |           |     |
|--------------------------------------------------------|-----------|-----|
| Met                                                    | Partially | Not |
| 12                                                     | 24        | 0   |

## GOVERNANCE

- 2.14 At this time the existing Community Planning Structure remains and Outcome Improvement Groups are continuing to progress with the existing improvement programme and development of the LOIP 2026-36. The proposals for the Communities and Housing Social Determinant have been developed by the Anti Poverty, Community Empowerment and Homelessness Outcome Improvement Groups, with the Resilient, Included and Supported, Alcohol and Drugs Partnership and Community Justice Group developing the Health and Social Care System Changes. A review of the structure with recommendations for a revised structure, and membership will be reported to the next meeting of the Management Group.

## CHANGE MANAGEMENT

- 2.15 Realising our vision and Stretch Outcomes will take concerted efforts over the next ten years. The system changes can't all be delivered at once and Community Planning Aberdeen will phase design and delivery, prioritising system changes targeting protected groups and communities experiencing the greatest inequalities, ensuring that the impact of improvement can be understood for those who stand to benefit most.
- 2.16 Multi-agency systems are complex and each of the system changes operate across multiple organisational boundaries, with different statutory responsibilities, and varying data systems, and governance arrangements. The Model for Improvement (MFI) will continue as the methodology for the design and testing of all the system-level changes. Given the complexity of the systems, time is required, to understand the current systems and to design the system change. These early stages lay the foundation for the partnership to then test the change using the plan, do, study, act, cycle. A starter pack and a system leadership course will be provided to each system change lead to support them in their role. Post approval of the LOIP 2026-36, a system change programme detailing timescales for the delivery of the system changes will be developed.

## POTENTIAL GAPS

- 2.17 Participants to Community Planning Aberdeen's "Your Place, Your Plans, Your Future, engagement held in March 2025 raised a number of areas where we could "improve" for the future. This [table](#) details how we've taken these forward to date in the Local Outcome Improvement Plan 2026-36 emerging priorities and system changes and the Locality Plans as of December 2025. The final column, identifies areas that are not addressed in the LOIP 2026-36 and where these areas are aligned to single system activity and the existing plans/strategies.

### 3 NEXT STEPS

|                        |                                                                                                                         |
|------------------------|-------------------------------------------------------------------------------------------------------------------------|
| <b>15 Dec 2025</b>     | Groups submit fully populated logic model and Theory of Change templates for each improvement aim with detail as above. |
| <b>January 2026</b>    | Contribution to and commitment from all partners to the system changes                                                  |
| <b>21 January 2026</b> | CPA Management Group                                                                                                    |
| <b>2 Feb 2026</b>      | Further engagement on proposals for stakeholders led by Chairs                                                          |
| <b>16 Feb 2026</b>     | Consultation on draft Local Outcome Improvement 2026–36 starts                                                          |
| <b>20 March 2026</b>   | Consultation on draft Local Outcome Improvement 2026–36 ends                                                            |
| <b>Mar/April 2026</b>  | Review of governance structure and membership                                                                           |
| <b>4 April 2026</b>    | Feedback from consultation to Groups                                                                                    |
| <b>26 April 2026</b>   | Groups submit final logic model and theory of change template                                                           |
| <b>30 April 2026</b>   | Submission of final draft Plan to the Management Group                                                                  |
| <b>20 May 2026</b>     | CPA Management Group approval of the Plan                                                                               |
| <b>21 May 2026</b>     | Submission of final plan to the Board draft agenda deadline                                                             |
| <b>25 May 2026</b>     | Submission of final plan to CPA Board                                                                                   |
| <b>11 June 2026</b>    | Final Local Outcome Improvement Plan 2026–36 considered by Board for approval.                                          |

### Recommendations for Action

It is recommended that the CPA Management Group:

- i) consider and approve the draft Local Outcome Improvement Plan 2026-36 at Appendix 1 for stakeholder and public engagement;
- ii) partners are asked to review their contribution to leading, supporting and resourcing delivery of the system changes as detailed at agenda item 2.2 in advance of the Management Group meeting and advise where they can further support (£ and staff);
- iii) note the next steps as detailed at section 3 and that online stakeholder engagement was on 2 February 2026 and public engagement commences on 16 February 2026; and
- iv) note that a review of the structure with recommendations for a revised structure, and membership will be reported to the next meeting of the Management Group.

### Opportunities and Risks

The revised Population Needs Assessment 2025, along with the Annual Report against the Local Outcome Improvement Plan and the Locality Plan Annual Reports and the Your Place, Your Plans, Your Future engagement provide on the evidence base for what Community Planning Aberdeen has achieved to date and areas where outcomes need to improve. This is critical to ensuring that the Partnership continues to respond to local need, taking into account the changing context and priority issues.

Stakeholder and community participation lies at the heart of community planning, and applies in the development, design and delivery of plans as well as in their review, revision and reporting. Consultation is not enough – Community Planning Aberdeen is committed to securing the participation of communities throughout. Following the public

engagement held between 24th March to 18th May 2025, the Conference provided another key stage in the development of the Local Outcome Improvement plan 2026-36 ensuring that communities and stakeholders are at the heart of the design and development of the Local Outcome Improvement Plan 2026-36. The feedback from the Conference has been shared with participants and Groups have used the feedback to review and refine proposals. Further engagement will take place early 2026.

### Consultation

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

- Chairs and Lead Contacts of Outcome Improvement Groups
- Michelle Crombie, Strategic Lead – Prevention and Community Empowerment
- Martin Murchie, Chief Officer - Data Insights HDRCA

### Background Papers

- [Report on Review of Community Planning Aberdeen's Approach to Improving Outcomes](#)
- [Annual Outcome Improvement Report 2024-25](#)
- [Population Needs Assessment 2025](#)
- [Public Engagement 2025](#) and The [Aberdeen 2036: Towards a Fairer Future Conference report](#)

### Appendices

1. [Appendix 1 - Draft LOIP 2026-36](#)

### Contact Details:

Allison Swanson  
Community Planning and Improvement Manager  
Aberdeen City Council  
[aswanson@aberdeencity.gov.uk](mailto:aswanson@aberdeencity.gov.uk)

### Children, Young People & Lifelong Learning

Graeme Simpson  
Chair of Children's Services Board  
Aberdeen City Council  
[gsimpson@aberdeencity.gov.uk](mailto:gsimpson@aberdeencity.gov.uk)

### Economic Stability

Duncan Abernethy  
Chair of Aberdeen Prospers  
North East Scotland College  
[dabernethy@nescol.ac.uk](mailto:dabernethy@nescol.ac.uk)

### Communities and Housing

Michelle Crombie  
Chair of Anti-Poverty & Community  
Empowerment Group

Anu Kasim  
Lead Contact for Homewards Aberdeen  
Coalition

Aberdeen City Council  
[mcrombie@aberdeencity.gov.uk](mailto:mcrombie@aberdeencity.gov.uk)

Royal Foundation  
[anu.kasim@royalfoundation.com](mailto:anu.kasim@royalfoundation.com)

### **Neighbourhood and Environment**

Jillian Evans  
Chair of Sustainable City Group  
NHS Grampian  
[jillian.evans3@nhs.scot](mailto:jillian.evans3@nhs.scot)

### **Health and Social Care**

Alison Macleod  
Chair of Resilient, Included and Supported Group  
Aberdeen City Health and Social Care Partnership  
[AliMacleod@aberdeencity.gov.uk](mailto:AliMacleod@aberdeencity.gov.uk)



# Local Outcome Improvement Plan 2026-2036

Draft November 2025



**Community  
Planning  
Aberdeen**

Page 27



# Contents

|                                                                                |            |
|--------------------------------------------------------------------------------|------------|
| <b>Foreword</b>                                                                | <b>TBC</b> |
| <b>Introduction</b>                                                            | <b>TBC</b> |
| <b>The current situation in Aberdeen</b>                                       | <b>TBC</b> |
| The people and place of Aberdeen                                               | TBC        |
| Services in Aberdeen                                                           | TBC        |
| Your Place, Your Plans, Your Future                                            |            |
| People of Aberdeen: As it is 2026 and Vision for 2036                          | TBC        |
| <b>Aberdeen 2036 - Our vision and Stretch Outcomes, what we aim to achieve</b> | <b>TBC</b> |
| Our vision                                                                     | TBC        |
| Our Logic Model                                                                | TBC        |
| <b>How we will make it happen</b>                                              | <b>TBC</b> |
| Our Stretch Outcomes                                                           |            |
| Children, Families and Lifelong learning                                       |            |
| Economic Stability                                                             |            |
| Communities and Housing                                                        |            |
| Neighbourhood and Environment                                                  |            |
| Health and Social Care                                                         |            |
| Achieving Outcomes in Aberdeen: Ten Enablers of Change                         | TBC        |
| Our Governance                                                                 |            |
| Resources                                                                      |            |
| Local and National Plans and Strategies                                        |            |





# Foreword

To be added



# Introduction

## What is the Local Outcome Improvement Plan?

The Local Outcome Improvement Plan sets out Aberdeen's Community Planning Partnerships vision for Aberdeen 2036; the outcomes we want to achieve for supporting all people in Aberdeen; and outlines the changes we will make collectively with people, communities and private sector in Aberdeen over the next 10 years to reach those outcomes and prevent further inequalities in the city. This is our second Local outcome Improvement Plan, our first was approved in 2016. The Plan is organised into three sections so you can see the current situation, what we're focusing on and how we'll make a difference. Here's what you'll find inside:

**The current situation in Aberdeen:** This section shares some important facts and figures about Aberdeen, with a focus on where inequality is experienced across the City. It shares the real stories of what life is like for people in Aberdeen at present and also includes what our communities, children and young people have told us what matters most to them and areas for improvement they want to be focused on over the next ten years.

**Aberdeen 2036 - Our vision and Stretch Outcomes, what we aim to achieve:** This section explains the vision we want to achieve for Aberdeen 2036. As well as the 5 main outcomes Community Planning Aberdeen is focused on achieving. These outcomes have been identified based on the data and community insights detailed in the section above. We describe what these are and what changes will be made to achieve them. It also expresses how Aberdeen 2036 could be.

**How We'll Make It Happen:** The final section explains the partnerships structure for delivering the Plan and cross cutting enablers in place to support each outcome.

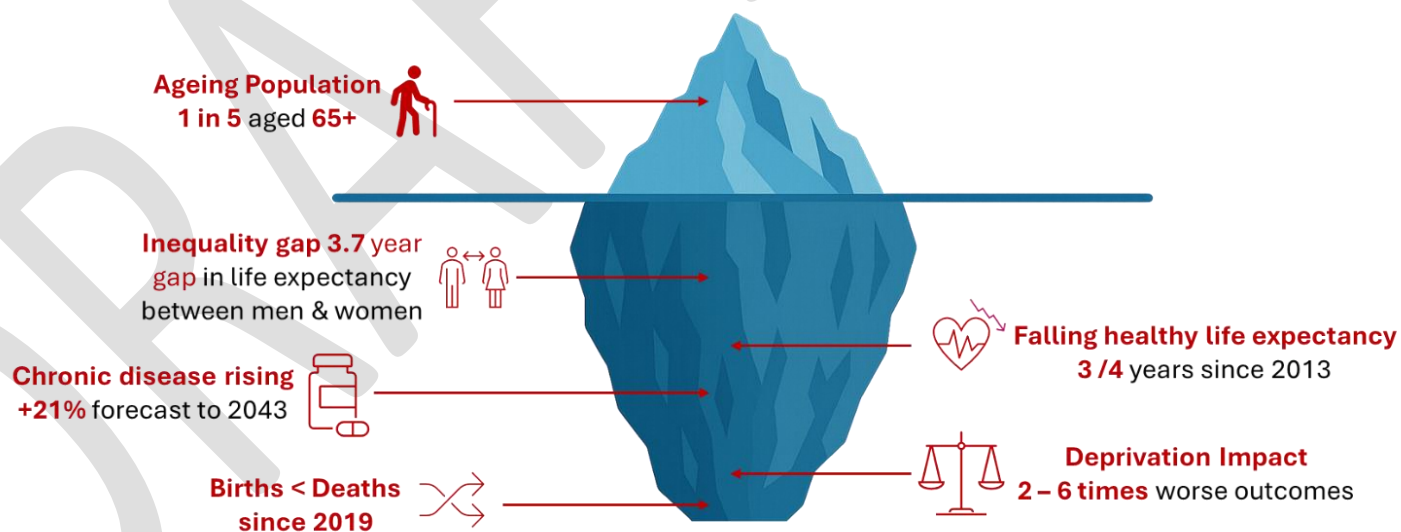


# The Current Situation in Aberdeen

## The People and Place of Aberdeen

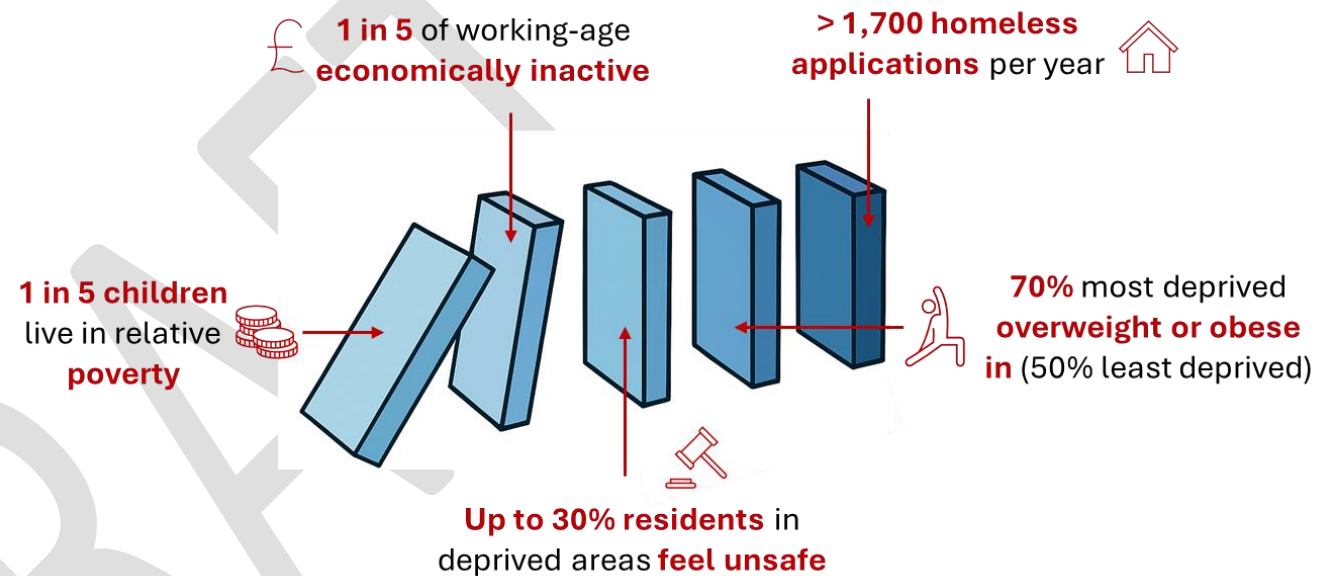
### Health & Wellbeing

- Aberdeen's population is growing older, more diverse and more unequal, with one in five people now aged over 65 and a 3.7 year age gap in life expectancy between men and women.
- While life expectancy is relatively high, healthy life expectancy is falling, meaning more years lived with ill health. Between 2013-15 and 2021-23, it has fallen by 3.3 years for males and 3.9 years for females.
- The annual chronic disease burden is forecast to increase 21% by 2043.
- Preventable diseases and inequalities continue to drive poor outcomes, particularly in deprived communities.



## Inequity and the Wider Determinants of Health

- There are many ways in which outcomes, overall, for the people of Aberdeen have improved. However, there are very significant differences across the city, with people living in more deprived areas experiencing worse outcomes on average.
- There are wide differences in rates of child poverty. 1 in 6 areas in the city have child poverty rates higher than 25%, whilst others have almost none.
- Students in the least deprived 20 percent of areas are most likely to leave school with higher levels of qualification.
- Higher rates of obesity and lower participation in physical activity are seen in more deprived areas.
- Fuel poverty is linked to a higher proportion of poor-quality housing, especially in private rentals.
- There are higher rates of crime, in most deprived areas, and people are more likely to report feeling unsafe, especially after dark.
- These differences can lead to inequity in health and wellbeing across many factors including childhood development, mental health and chronic disease.



## The State of the State

Aberdeen shares the same challenges as the rest of Scotland, but also has its own unique local circumstances.

- The global economy is changing with increasing digitisation and use of Artificial Intelligence. Aberdeen's economy and jobs market is also in transition from oil and gas industries.
- Inequalities in persist across the city, with many experiencing poor outcomes that could be prevented by addressing fundamental causes and early intervention and support.
- Annual funding gaps across the public sector will continue to be the reality, driving the need for alternative ways to support those most in need, whilst delivering statutory duties.

However, working together, there are opportunities to support significant change and improve outcomes.

- The communities of Aberdeen are the city's biggest asset and, through engagement and empowerment, are key to its future.
- Whilst recognising the financial pressures, public services in Aberdeen are collectively responsible for very significant assets.
- Technology is increasingly an enabler to work differently and across organisational boundaries to deliver earlier and more effective services.



FINANCIAL  
PRESSURES AND  
SUSTAINABILITY



ECONOMIC  
TRANSITION  
AND ENERGY



PERSISTENT  
INEQUALITIES



CLIMATE CHANGE  
AND NET ZERO  
COMMITMENTS



COMMUNITY  
ENGAGEMENT  
AND TRUST



DIGITAL  
TRANSFORMATION  
AND SERVICE  
REDESIGN



INFRASTRUCTURE  
AND ASSET  
MANAGEMENT



NATIONAL POLICY  
AND FISCAL  
UNCERTAINTY

## Making Change Happen

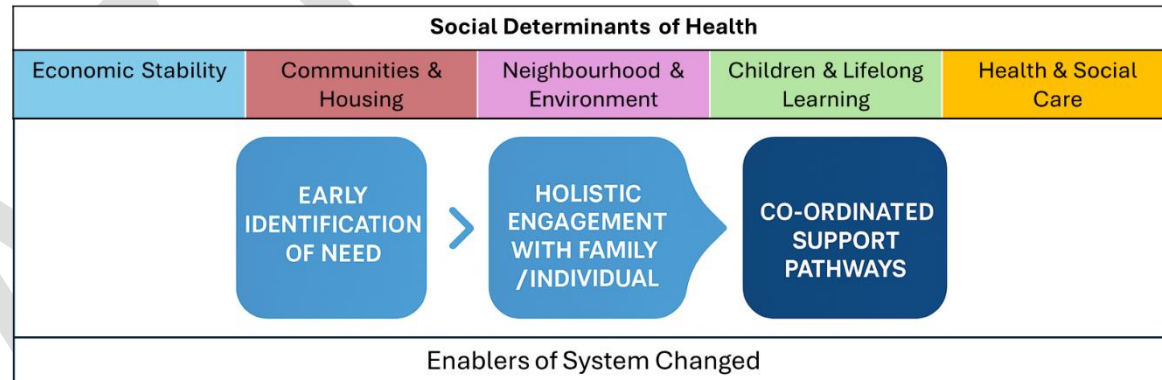
Tackling these challenges and improving outcomes for the city and its people means we (community planning partners and citizens), need to work together, with shared priorities and pooled resources.

With pressure on funding and persistent inequalities, our aim must be to support those most in need by preventing harm through addressing the fundamental causes and wider determinants of health.

We will seek to identify people's needs as early as possible, working with people, families and communities in an integrated way and offering co-ordinated pathways and services that meet those needs in an effective and sustainable way.

How we plan and design services will be critical to their success. Through this Local Outcome Improvement Plan, Community Planning partners are committed to working jointly on those parts of the system that will enable effective change. These include leadership, use of resources, commissioning of services, management of systems and data, and engagement and empowerment of the community.

We believe that through this approach Aberdeen can be a city where everyone has equal access to opportunities, services, and support to live healthy, safe, and fulfilling lives, regardless of background or postcode.





# Developing the Plan

## Your Place, Your Plans, Your Future

People of Aberdeen and our communities are at the heart of Community Planning Aberdeen. 2087 people across Aberdeen, including 587 children and young people, shared what matters most to them through our Your Place, Your Plans, Your Future engagement. The engagement ran from 24th March to 18th May 2025 and was a combination of the following:

- online survey for adults
- online survey designed for children and young people
- 6 locality events, with specific activities designed by the Aberdeen Youth Movement and Aberdeen Ambassadors for children and young people
- outreach programme where we went to 98 groups/schools/locations across Aberdeen and facilitated participation to meet people's needs.

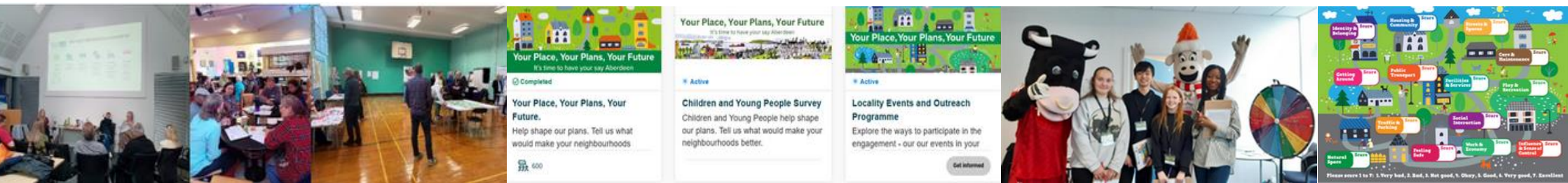
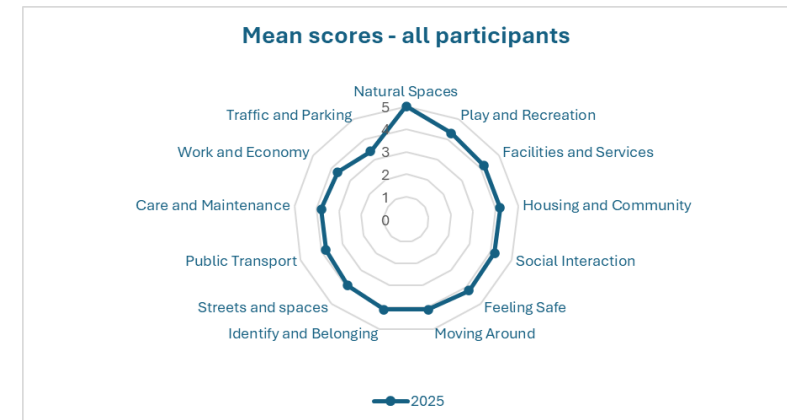


## Engagement Results

Participants rated a range of place-and-community-related themes on a scale of 1–7 and contributed more than 13,000 comments about what they think is working well in Aberdeen and the areas they felt needed to improve. The data and comments have been considered alongside the Population Needs Assessment in making decisions about which priorities and system changes should be within the Local Outcome Improvement Plan. Read the full engagement report [here](#). Feedback to each of the themes raised as areas for improvement can be viewed [here](#).

| The five <b>highest ranking</b> themes were: | The five <b>lowest ranking</b> themes were: |
|----------------------------------------------|---------------------------------------------|
| Natural space (5)                            | Influence and sense of control (3.3)        |
| Play and recreation (4.3)                    | Traffic and parking (3.4)                   |
| Facilities and services (4.2)                | Work and Economy (3.7)                      |
| Social interaction (4.2)                     | Care and Maintenance (3.8)                  |
| Feeling safe (4.2)                           | Public Transport (3.8)                      |

## Overall Scores



## People of Aberdeen: As it is 2026 and Vision for 2036

Every plan begins with a story. In Aberdeen, stories unfold every day—stories of families, young people, older residents, and communities striving for a better future. Take the story Sarah, who dreams of having a home with outdoor space or be near a park that she can enjoy with her baby and explore employment opportunities in retail, or Danny who would to see my kids growing up, happy, living a better life, These stories are not just anecdotes, they are the lived experiences that shape our city and are at the heart of our Plan for 2026-2036. They reveal what matters most to our citizens: health, opportunity, safety, belonging, and hope and the changes in the Plan have been built on these.

Those facing the greatest disadvantage often encounter challenges across multiple social factors. Many individuals belong to more than one group, experiencing overlapping and intersecting forms of inequality.

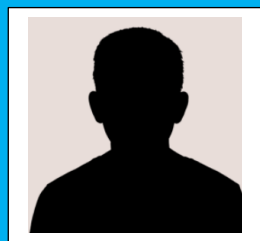
The Local Outcome Improvement Plan 2026-36 recognises this complexity and is focused on reducing the inequalities experienced across the city. To support the development of the plan, a range of personas were co-created across services. While grounded in real lived experiences, these personas have been blurred to ensure anonymity. These stories matter because they show what life is like now and what it could be in the future. They remind us that behind every statistic is a person, a family, a community. By listening and learning from these experiences, we can design solutions that truly make a difference.

The Local Outcome Improvement Plan is built on this commitment: to listen, to learn, and to act. Through the changes set out in this Plan, we aim to transform Aberdeen for everyone, tackling inequalities and creating conditions where every person can thrive.

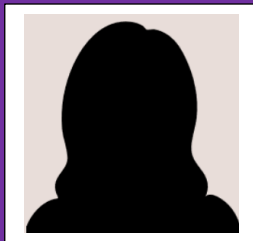
Explore the stories of people in Aberdeen today and discover our vision for how their lives could be improved by delivering this Plan. Click the images below to see the potential impact.



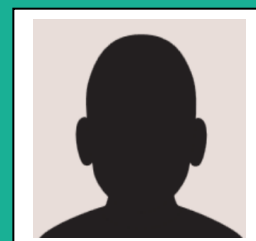
[Linda](#)



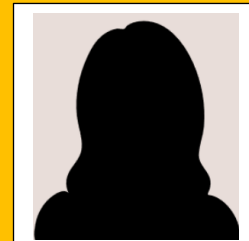
[Dave](#)



[Svitlana](#)



[Danny](#)



[Sarah](#)



# Aberdeen 2036: Our Vision

Our vision is for Aberdeen to be ***“a city where everyone has equal access to opportunities, services, and support to live healthy, safe, and fulfilling lives, regardless of background or postcode”*** At the heart of this is a commitment to tackling poverty and inequality and supporting the city’s people to live healthy lives.

## Our vision through our Stretch Outcomes

### Positive Destinations



More young people will leave school into work, training, or further study.

### Fair Work



More people will have good, secure jobs with fair pay and conditions.

### Poverty



Fewer people will be living in poverty

### Healthier, Greener, Fairer



Communities will be cleaner, greener and sustainable

### Healthy Life Expectancy



People will live in good health longer and the gap in good health between areas will be smaller

## Our vision through Robin’s Story

Robin was born in Aberdeen in 2026. Life hadn’t always been easy for Robin’s mum, who arrived in the city five years earlier and worked hard to care for both Robin and their granny while juggling part-time jobs. Settling into a new place can feel overwhelming, but support slowly began to grow around them.

Communities played a key role in helping Robin’s mum feel welcomed and connected. They offered guidance, introduced local services, and helped build relationships so Robin’s mum could fully integrate into the community that has become their home. Their family wasn’t alone. They had a case worker who knew them, checked in often, and helped them find the right support, from childcare and housing advice to the community hub. They were treated with dignity, not judgement.

As Robin grew, the community became their family. Mum volunteers at the local hub, where neighbours can find support from income and job support to joining activities. Afterward, they share stories over a cuppa in the café. When someone nearby needs help escaping harm, people knew how to act, because they were connected, trained, and cared enough to notice.

At school, Robin was encouraged to dream big. Robin spent time at the new city youth space, a bright, buzzing place full of art, music, and friendly adults who listened. When their friend George struggled with anxiety, he found support quickly at the local mental health hub. Being outdoors helps too, his neighbourhood has created new pocket parks with gardens, wildflowers, and food growing spaces where everyone can share and enjoy healthy food.

As Robin got older, their mum retrained through one of the city’s new green jobs pathways. Now she’s working in a role she loves, earning enough to live well and plan for the future. And Granny? She’s thriving too, joining community groups, accessing the support she needs close to home, and helping shape what her neighbourhood needs through the People’s Panel.

Now, at ten years old, Robin’s Aberdeen is a city full of life , green, safe, and caring. Robin cycles to school, and plays in accessible parks. Their mum is thriving, granny is valued, and Robin’s world feels open and full of possibility.

# How Will We Make It Happen?

Consideration of Aberdeen’s Population Needs Assessment, Your Place, Your Plans, Your Future citizen engagement, stakeholder engagement, the known and emerging risks and exploration of the social determinants of health have helped identify the key challenges and changes needed to deliver our vision.

Community Planning Aberdeen recognise the disproportionately high levels of poverty and inequalities which exists within some communities across the city, as well as the current financial environment in which our partners are working within and the need to do things differently. We need to reduce inequalities and prevent harm before it happens and focus on communities and individuals experiencing the negative effects of poverty and inequalities. We aim to achieve this by prioritising long-term, prevention-based solutions that focus on tackling the root causes of inequality, not just the symptoms across each of the social determinants of health. The solutions to be invested in our communities and to ensure Just Transition of Aberdeen from oil to other sectors through community wealth building and inclusive growth.

We need to be honest and that whilst we need to improve the health of all, we need to improve the health of the poorest fastest. Where inequality persists, treating everyone equally may not lead to equitable outcomes, therefore in this Plan while we take action across the whole population we are targeting our efforts with greater intensity to where they are needed most, guided by robust data and dialogue with our communities and private sector.

## Our Prevention Goals

At the heart of this Plan and underpinning each of the Stretch Outcomes is a shared ambition: to reduce inequalities and prevent harm before it happens. The success of this Plan and the changes will be measured by the difference we make in people’s lives who are currently experiencing inequalities and harm and preventing our children and young people from that experience.

Our four overarching prevention goals will show whether we are achieving the change we want to see. Along with, our 5 Stretch Outcomes, they reflect the outcomes that matter most to our communities: safety, stability, health, and wellbeing.

### Our ultimate measures of success in achieving this vision will be that by 2036

|                                                                                                  |                                                                                                                                       |
|--------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|
| <b>Domestic Violence</b><br><br>Not to see one of our neighbours murdered by her abusive husband | <b>Homelessness</b><br><br>To make homeless rare, brief and non recurring                                                             |
| <b>Obesity</b><br><br>To make Type 2 diabetes in children rare                                   | <b>Mental Health</b><br><br>To make the prescription of medication for anxiety, depression or psychosis rare, brief and non recurring |

## Social Determinants of Health

There is nothing more fundamental to people's prosperity than their health. We know that 80% of what makes up someone's health is determined by what happens outside of the healthcare system. Living in good health includes the other building blocks of a healthy society, these are called, the social determinants of health. Your job and your income, your housing, your neighbourhood, and all the things that influence these contribute to the unfair and avoidable differences in outcomes seen across our city. Our Stretch outcomes are aligned to the social determinants of health.

Health inequalities are unfair and preventable, often due to adverse social circumstances such as poverty, unemployment, poor housing, childhood experiences, and isolation. Over the next ten years, we want to ensure the social, economic and physical environments in which we are born, grow up, live, work and age help to create improved health and wellbeing. 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. The outcomes and system changes are interconnected and mutually supportive across the social determinants of health, with strong connections detailed in the logic models.

## Our Stretch Outcomes

Community Planning Aberdeen have identified 5 Stretch Outcomes. Stretch Outcomes are the key priorities that Community Planning Aberdeen want to achieve by 2036. Underpinning each are changes to our current systems that are designed to tackle the root causes of inequality, not just the symptoms. The changes make sure that every person and family has the right support, at the right time, to live healthier, safer, and more fulfilled lives. By aligning actions across the five Social Determinants of Health, we place people at the centre, ensure that no one is left behind and that every decision contributes to our shared vision.

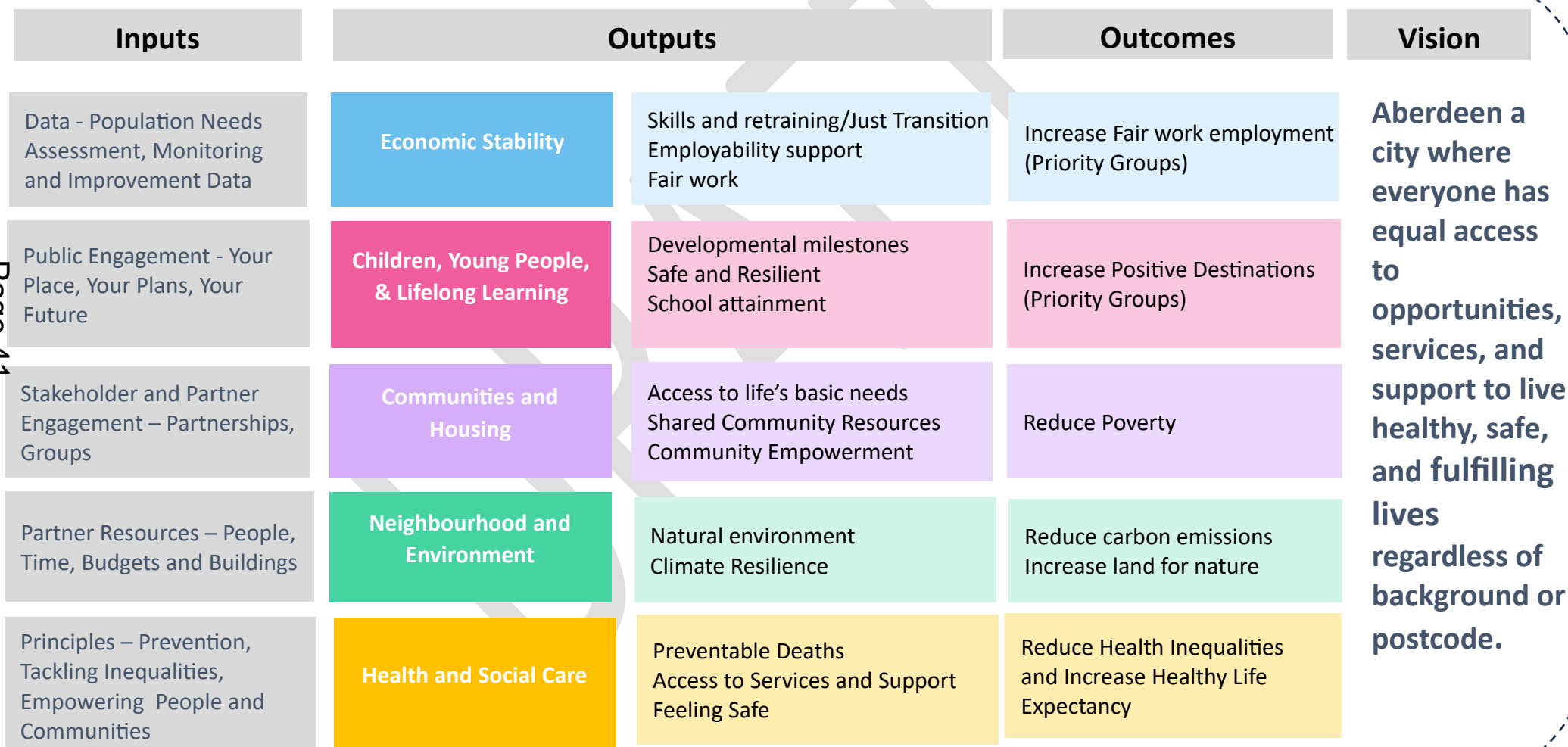
The following chapters in this document include the detailed improvement aims and system changes we will take forward to influence the achievement of these stretch outcomes.

| Children, Families and Lifelong Learning                                                                                                                                        | Economic Stability                                                                                                                                                  | Communities and Housing                                                                                 | Neighbourhood and Environment                                                                                               | Health and Social Care                                                                                                                                                               |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>POSITIVE DESTINATIONS</b><br>                                                               | <b>FAIR WORK</b><br>                                                               | <b>POVERTY</b><br>   | <b>HEALTHIER, WEALTHIER, GREENER</b><br> | <b>HEALTHY LIFE EXPECTANCY</b><br>                                                                |
| <b>STRETCH OUTCOME 1</b><br>95% of young people in the Scottish Index of Multiple Deprivation 1 and vulnerable groups achieve a positive destination on leaving school by 2036. | <b>STRETCH OUTCOME 2</b><br>Reduce to 3% the proportion of people aged 16 and above in Scottish index of Multiple Deprivation 1 that are not in employment by 2036. | <b>STRETCH OUTCOME 3</b><br>Reduce the proportion of people living in relative poverty by 6.5% by 2036. | <b>STRETCH OUTCOME 4</b><br>Reduce by 84% carbon emissions and increase land managed for nature to 30% by 2036.             | <b>STRETCH OUTCOME 5</b><br>Increase Healthy Life Expectancy by at least 2 years by 2036 and reduce gap in Life Expectancy between the most and least deprived areas by 20% by 2036. |

# Our Logic Model

The logic model shows our overarching theory of change

Page 41  
Theory of Change



15  
Each Stretch Outcome is supported by a number of system changes that Community Planning Aberdeen will implement to ensure that our vision is realised. Each outcome and system change is also accompanied by targets and measures that will help us to monitor and measure impact. The following sections will explore each of the Stretch Outcomes.



95% of young people in the Scottish Index of Multiple Deprivation 1 and vulnerable groups achieve a positive destination on leaving school by 2036.

Why is this a priority?

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. In Aberdeen, increasing numbers of children live in poverty, have disabilities, additional support needs, or developmental concerns before starting school.

Children from deprived areas are more likely to experience poor health, miss developmental milestones, and face barriers such as parental smoking and being overweight. By age 16–19, participation in education, employment, or training is significantly lower in the 20% most deprived areas (83.5%) compared with the least deprived areas (95.9%). Young people who are trauma-experienced or at risk of disengaging from school require targeted support to prevent lifelong disadvantage. Community feedback highlights the need for safe, affordable, youth-focused spaces, activities, and accessible lifelong learning opportunities. Without intervention, these inequalities will continue to limit positive destinations and long-term outcomes for children and young people.

Our Response

We will adopt a whole-family approach, providing early, proactive support to children and families before and after birth. Families will be offered a trusted case worker to navigate services, build connections, and address risks to wellbeing. Children and young people will be empowered through co-created, safe, and welcoming spaces, with access to trusted adults, and initiatives to build confidence and emotional skills. We will improve early identification and coordinated multi-agency responses for those affected by exploitation, substance

use, or developmental delays, ensuring timely and effective support. We will provide bespoke support for young people at risk of leaving school without a positive destination, develop work experience programmes that bridge classroom learning with practical workplace skills, especially for disengaged young people. We will also support families with children awaiting neurodevelopmental diagnoses to ensure early access to tailored support.

Where We Are Heading

By 2036, through collaborative planning and our system changes across the life course, from early years support to empowering young people and supporting their attainment and transition, we aim to break cycles of deprivation, foster resilience, and ensure every child and young person in Aberdeen has the opportunity to achieve a positive destination on leaving school.





# CHILDREN, FAMILIES AND LIFELONG LEARNING

| Input                                                                                                                                          |                                                  |                                                                                | Output                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                 | Outcome                                                                                                                                                                                                                                                                                                                                                                                               |
|------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|--------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| System Change                                                                                                                                  | Lead Partner                                     | Target Population                                                              | Output Measure                                                                                                                 | Medium Term 2031                                                                                                                                                                                                                                                                                                                                | Longer Term 2036                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>Best Start in Life</b>                                                                                                                      |                                                  |                                                                                |                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                 | <b>Stretch Outcome 1</b>                                                                                                                                                                                                                                                                                                                                                                              |
| <p>1.1 Provide vulnerable families a case worker and helping them access whole family support.</p> <p>(Strong links with 1.2, 3.3 and 5.6)</p> | Aberdeen City Health and Social Care Partnership | Vulnerable families in Scottish Index of Multiple Deprivation 1 neighbourhoods | <p>% of vulnerable families with children under five have a case worker</p> <p>% of families engaged reporting no concerns</p> | <p><a href="#">Increase by 12% the percentage of children reviewed in Scottish Index of Multiple Deprivation (SIMD) 1 neighbourhoods meeting their developmental milestones by 2031</a></p> <p>Baseline: 79.9% with no developmental concerns (SIMD1)</p> <p>SIMD5 89.6% SIMD 5</p> <p>20.1% in SIMD1 with developmental concerns (2023/24)</p> | <p><b>95% of young people in Scottish Index of Multiple Deprivation 1 and vulnerable groups achieve a positive and sustained destination on leaving school by 2036</b></p> <p><b>Baseline:</b><br/>           Scottish Index of Multiple Deprivation 1: 84.5% (2023/24)<br/>           Looked After Children: 60% (2023/24)<br/>           Additional Support Needs/ Disability : 89.4% (2023/24)</p> |

| CHILDREN, FAMILIES AND LIFELONG LEARNING                                                                                                                                                                                                                                                                                      |                       |                                                                                            |                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                             |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Input                                                                                                                                                                                                                                                                                                                         |                       |                                                                                            | Output                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                    | Outcome                                                                                                                                                                                                                                                                                     |
| System Change                                                                                                                                                                                                                                                                                                                 | Lead Partner          | Target Population                                                                          | Output Measure                                                                                                                                                                                                                                                                          | Medium Term 2031                                                                                                                                                                                                                                   | Longer Term 2036                                                                                                                                                                                                                                                                            |
| <b>Empowered and Resilient</b>                                                                                                                                                                                                                                                                                                |                       |                                                                                            |                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                    | <b>Stretch Outcome 1</b><br><b>95% of young people in Scottish Index of Multiple Deprivation 1 and vulnerable groups achieve a positive and sustained destination on leaving school by 2036</b><br><br><b>Stretch Outcome 1</b><br><b>95% of young people in Scottish Index of Multiple</b> |
| 1.2 Co-creation with children and young people a city centre (and communities) safe spaces providing youth activities, communal spaces and access to supportive professionals as a contextual safeguarding response to Child Criminal Exploitation and risk of substance use.<br><br>(Strong links with 1.1, 1.3 3.3 and 5.4) | Police                | Children and young people at risk of Child Criminal Exploitation and risk of substance use | No. of young people (by locality) using the safe spaces<br><br>% of young people at risk of substance use harm or exploitation who are actively supported through a multi-agency wraparound model, reporting improved SHANNARI measures<br><br>No. of youth anti social behaviour calls | <a href="#">Increase by 5% the number of young people who report always feeling safe in their school, community and home by 2031</a><br><br>Baseline:<br>Safe at school – 41%<br>Safe in community -40%<br>Safe at home - 82%<br>All settings -27% |                                                                                                                                                                                                                                                                                             |
| 1.3 Develop a programme to support 12-18 year olds boys to become positive citizens.<br>(Strong links with 1.4)                                                                                                                                                                                                               | Aberdeen City Council | 12-18 year old boys in Scottish Index of Multiple Deprivation 1 neighbourhoods             | % of 12-18 year old boys reporting sense of belonging or connection to peers.<br><br>No. of misogynistic incidents in schools.                                                                                                                                                          |                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                             |



## CHILDREN, FAMILIES AND LIFELONG LEARNING

| Input                                                                                                                                                                       |                       |                                                                                                       | Output                                                                                                                                                                                     |                                                                                                                                                                                                                                      | Outcome                                                                                                                                                                                                                                                                              |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|-------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| System Change                                                                                                                                                               | Lead Partner          | Target Population                                                                                     | Output Measure                                                                                                                                                                             | Medium Term 2031                                                                                                                                                                                                                     | Longer Term 2036                                                                                                                                                                                                                                                                     |
| <b>Attainment and Transitions</b>                                                                                                                                           |                       |                                                                                                       |                                                                                                                                                                                            |                                                                                                                                                                                                                                      | <b>Deprivation 1 and vulnerable groups achieve a positive and sustained destination on leaving school by 2036</b><br><br>Scottish Index of Multiple Deprivation 1: 84.5% (2023/24)<br>Looked After Children: 60% (2023/24)<br>Additional Support Needs/ Disability : 89.4% (2023/24) |
| 1.4 Create bespoke support programmes for young people who are more likely to disengage from school and not achieve a positive destination. (Strong links with 1.3 and 1.5) | Aberdeen City Council | Young people in Scottish Index of Multiple Deprivation 1 neighbourhoods and Vulnerable Groups of C&YP | No. of young people in bespoke support (by locality and group)<br><br>% increase attendance in learning<br><br>% of young people in with bespoke support achieving a positive destination. | <a href="#">Increase by 35% the tariff scores for pupils in Scottish Index of Multiple Deprivation 1 neighbourhoods and other vulnerable groups by 2031.</a><br><br>Baseline:<br>SIMD1 tariff score: 55% of the overall tariff rate. |                                                                                                                                                                                                                                                                                      |
| 1.5 Sustained work experience opportunities as part of the curriculum offer                                                                                                 | Aberdeen City Council | Young people in Scottish Index of Multiple Deprivation 1 neighbourhoods and Vulnerable Groups of C&YP | No. of young people in sustained work (by locality and group)<br><br>% of young people in sustained work experiencing engaging with school and achieving a positive destination.           | SIMD1 tariff score: 486,<br>SIMD 5 tariff score: 1203<br>Tariff score overall: 886.                                                                                                                                                  |                                                                                                                                                                                                                                                                                      |

## CHILDREN, FAMILIES AND LIFELONG LEARNING

| Input                                                                                                                       |              |                                                                           | Output                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                        | Outcome                                                                                                                                                                                                                                                                                                                                                                                              |
|-----------------------------------------------------------------------------------------------------------------------------|--------------|---------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| System Change                                                                                                               | Lead Partner | Target Population                                                         | Output Measure                                                                                                                                                                                                                                                                                                      | Medium Term 2031                                                                                                                                                                                                                                                                                                                       | Longer Term 2036                                                                                                                                                                                                                                                                                                                                                                                     |
| 1.6 Establish a Neurodivergent pathway to provide multi agency support to families awaiting a neurodevelopmental diagnosis. | NHS Grampian | Children and Families of children awaiting a neurodevelopmental diagnosis | <p>No. of children with ESSENCE-D assessment completed</p> <p>% of children with neurodevelopmental differences and their families with a support plan in place, irrespective of diagnosis, within 12 weeks of identification within identified Scottish Index of Multiple Deprivation 1 neighbourhoods Schools</p> | <p><a href="#">Increase by 35% the tariff scores for pupils in Scottish Index of Multiple Deprivation 1 neighbourhoods and other vulnerable groups by 2031.</a></p> <p>Baseline:<br/>SIMD1 tariff score: 55% of the overall tariff rate.<br/>SIMD1 tariff score: 486,<br/>SIMD 5 tariff score: 1203<br/>Tariff score overall: 886.</p> | <p><b>Stretch Outcome 1</b></p> <p><b>95% of young people in Scottish Index of Multiple Deprivation 1 and vulnerable groups achieve a positive and sustained destination on leaving school by 2036</b></p> <p><b>Baseline:</b><br/>Scottish Index of Multiple Deprivation 1: 84.5% (2023/24)<br/>Looked After Children: 60% (2023/24)<br/>Additional Support Needs/ Disability : 89.4% (2023/24)</p> |

Reduce to 3% the proportion of people aged 16 and above in Scottish Index of Multiple Deprivation 1 that are not in employment by 2036.



### Why is this a priority?

Too many people in Aberdeen, particularly in priority neighbourhoods, are excluded from secure, fairly paid work. One in seven households has nobody in employment, and 12.3% of children live in low-income households, with rates significantly higher in some communities. These challenges are unevenly distributed: employment rates for ethnic minority residents are below the city average, young people and those without qualifications face barriers to work, as do single parents. At the same time, 10% of employees earn less than the Living Wage, meaning work does not always protect people from poverty.

The number of people seeking work is rising, benefit claimant rates reach almost 10% in parts of the city, and there are fewer jobs emerging in growth sectors. As Aberdeen transitions away from oil and gas, residents have highlighted the need for economic diversification, clearer pathways into work, stronger local job opportunities and community-led approaches that build wealth locally. Addressing unemployment and access to fair work is essential to tackling poverty and creating a more resilient economy.

### Our response

Our approach focuses on economic diversification, targeted employability support, and creating the conditions for fair work, with priority neighbourhoods and vulnerable groups at the centre. We will support a just transition by diversifying Aberdeen's economy and creating employment pipelines into growth sectors such as renewable energy and digital. This also includes strengthening social enterprises through an Aberdeen Social Enterprise Network and attracting investment into the city's heritage environment to create local jobs and inclusive growth.

Employability support will focus on people facing the greatest barriers to work, including people in poverty, parents, young people, ethnic minorities, people with disabilities or long-term health conditions, over-50s and people with convictions. Support will be delivered through community-based outreach in trusted local spaces. We will provide hospitality training and routes into work in this sector, as well as developing a local accreditation award that recognises life skills. Alongside increasing access to jobs, we will improve job quality by building on the Real Living Wage and implementing a Fair Work Charter, embedding fair pay, inclusive recruitment, and progression.

### Where we are heading

By 2036, more residents in priority neighbourhoods will have secure, fairly jobs, and employment gaps between groups will have narrowed. Aberdeen will have a more diverse economy, with improved local job opportunities, and better job quality, ensuring economic benefits are shared fairly across the city.



| ECONOMIC STABILITY                                                                                                                                                                                                                  |                                             |                                                                             |                                                                                                                                                                                                                                            |                                                                                                                                                      |                                                                                                                                                                                                                                                                             |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|-----------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Input                                                                                                                                                                                                                               |                                             | Output                                                                      | Outcome                                                                                                                                                                                                                                    |                                                                                                                                                      |                                                                                                                                                                                                                                                                             |
| System Change                                                                                                                                                                                                                       | Lead Partner                                | Target Population                                                           | Output Measure                                                                                                                                                                                                                             | Medium Term 2031                                                                                                                                     | Longer Term 2036                                                                                                                                                                                                                                                            |
| <b>Economic Diversification and Just Transition</b>                                                                                                                                                                                 |                                             |                                                                             |                                                                                                                                                                                                                                            |                                                                                                                                                      |                                                                                                                                                                                                                                                                             |
| 2.1 Develop specific employment pipelines providing a variety of entry points into targeted skills demand sectors (health and social care, creative industries, energy, food, drink, tourism, digital tech) (Strong links with 2.5) | Skills Development Scotland                 | People not in employment/transitioning between sectors                      | <p>No. of people (by locality and vulnerable group) gaining or achieving employment through reskilling</p> <p>No. of jobs by occupation titles posted across Aberdeen</p>                                                                  | <p><a href="#">Increase the number of people employed in priority areas in targeted sectors to 10,000 by 2031.</a></p> <p>Baseline: 9,550 (2025)</p> | <p><b>Stretch Outcome 2</b></p> <p><b>Reduce to 3% the proportion of people aged 16 and above in Scottish Index of Multiple Deprivation 1 that are not in employment by 2036.</b></p> <p><b>Baseline:</b><br/>Claimant Count (November 2025) SIMD 1: 5.4% 3.4% Aberdeen</p> |
| 2.2 Develop an Aberdeen Social Enterprise Network to grow existing social enterprises and develop new enterprises where there are gaps or opportunities to support people gain employability skills                                 | Aberdeen Council of Voluntary Organisations | Scottish Index of Multiple Deprivation 1 neighbourhoods /vulnerable groups  | <p>No. of Co-operatives and Community Enterprises per Scottish Index of Multiple Deprivation 1 community</p> <p>No. of residents (by locality and vulnerable group) working in or supported by co-operatives and community Enterprises</p> |                                                                                                                                                      |                                                                                                                                                                                                                                                                             |
| 2.3 Develop a partnership approach that attracts investment into Aberdeen's heritage environment including creating new, investable projects which improves access to heritage spaces and activities.                               | Aberdeen City Council                       | Scottish Index of Multiple Deprivation 1 neighbourhoods / vulnerable groups | <p>No. of heritage businesses and events (by locality)</p> <p>No. of people (locality and vulnerable group) employed or volunteering in heritage sector</p> <p>£ investment attracted</p>                                                  |                                                                                                                                                      |                                                                                                                                                                                                                                                                             |

|                                                                                                                                                                  |                          |                                                                                         |                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                   |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|-----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| (Strong links with 4.5)                                                                                                                                          |                          |                                                                                         |                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                           | <b>Stretch Outcome 2</b><br><b>Reduce to 3% the proportion of people aged 16 and above in Scottish index of Multiple Deprivation 1 that are not in employment by 2036.</b><br><b>Baseline:</b><br>Claimant Count<br>(November 2025) SIMD 1:<br>5.4% 3.4% Aberdeen |
| <b>Employment and employability support for priority groups</b>                                                                                                  |                          |                                                                                         |                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                   |
| 2.4 Establish a joined up community based “outreach” employability support model, providing support alongside other services.<br>(Strong links with 3.3 and 5.6) | Aberdeen City Council    | People not in employment/<br>Scottish Index of Multiple Deprivation<br>1 neighbourhoods | No. of individuals supported with employability within the community outreach model.                                              | <a href="#">Increase the employment rate of targeted vulnerable groups by 2031 to:</a><br>Ethnic minority: 77.7%<br>EA core or work-limiting disabled: 62.7%<br>Females: 73.6%<br>16-24 years: 61.4%<br><br>Baseline (2025):<br>Ethnic minority: 75.2%; EA core or work-limiting disabled: 58.51%<br>Females: 70.6%<br>16-24 years: 57.1% |                                                                                                                                                                                                                                                                   |
| 2.5 Develop a community based hospitality training opportunity and linked employment<br>(Strong links with 2.1)                                                  | Aberdeen City Council    | Scottish Index of Multiple Deprivation<br>1 neighbourhoods/<br>Vulnerable Groups        | % of people (by locality and vulnerable group) gaining sustained employment from the hospitality training                         |                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                   |
| 2.6 Develop a localised employability accreditation award recognising life skills and support people gain and move to new jobs.<br>(Strong links with 2.7)       | Robert Gordon University | Scottish Index of Multiple Deprivation<br>1 neighbourhoods /Vulnerable Groups           | No. of people (by locality and vulnerable group) with the local accreditation<br><br>% of people with accreditation in employment |                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                   |

| Creating the Conditions for Fair Work                                                                                                                    |                     |                                                                            |                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                    |  |
|----------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|----------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| 2.7 Create a Fair Work charter with anchor organisations and employers increasing fair work opportunities for vulnerable groups. (Strong links with 2.6) | Scottish Enterprise | Employers/ People in employment and seeking employment (vulnerable groups) | <p>No. of businesses signed up to fair work charter</p> <p>No. of employees receiving the Real Living Wage or above</p> <p>No. of people in receipt of universal credit in employment</p> <p>No. of people in receipt of universal credit not in employment</p> | <p><a href="#">Reduce by 5% the number of people in Scottish Index of Multiple Deprivation 1 not in fair work employment by 2031</a></p> <p>Baseline: No. of people in SIMD 1 in receipt of universal credit (11301 Sept 2025)</p> |  |





Why is this a priority?

In Aberdeen today, too many people face impossible choices, deciding between heating their homes or putting food on the table. Rising costs, insecure incomes, and inefficient housing have left 18% of the population in relative poverty, with thousands of children growing up in low-income households. One in seven households has no one in work, and those most at risk, such as lone parents, families with disabled members, and minority ethnic communities, often feel powerless and unheard. Support systems, though well-intentioned, are fragmented and reactive, leaving gaps that perpetuate hardship and increase the risk of homelessness. Community voices have made it clear: there is an urgent need for support with the cost of living and longer term solutions that are shaped by those who experience these challenges first-hand. Too often, systemic barriers prevent people from having a say in decisions that affect their lives.

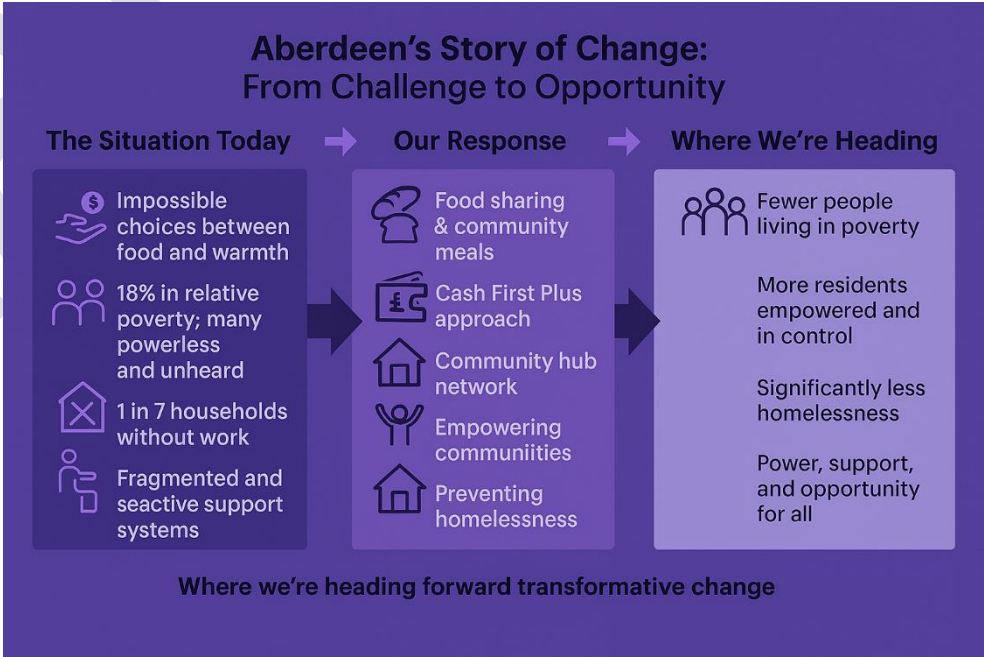
Our response

In response, Aberdeen is taking bold, coordinated action. Surplus food is being redistributed through community meals, reducing food insecurity and isolation while building social connections. The “Cash First Plus” approach prioritises direct financial support and income maximisation advice, alongside clear pathways to employability, helping people achieve financial independence and dignity. Community hubs are being established as local centres for coordinated, person-centred support, making it easier for residents to access help and build relationships. Anti-poverty budgets are being pooled, people panels with lived experience are informing decisions, and neighbourhood services are being co-designed with communities to ensure everyone has a voice and influence. Preventing homelessness is a priority, with early intervention for young people,

wraparound support to reduce evictions, widening access to sustainable housing, and converting vacant properties into homes.

Where we are heading

By 2036, these system changes will have transformed Aberdeen. Fewer people will live in poverty, more residents will feel empowered and in control, and homelessness will be significantly reduced. Aberdeen will be a city where support is joined-up, communities are resilient, and , and every person has the power, support, and opportunity to flourish



## COMMUNITIES & HOUSING

| Input                                                                                                                                                |                                                    |                                | Output                                                                                               | Outcome                                                                                                                                                      |                                                                                                                                                                                                                        |
|------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|--------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| System Change                                                                                                                                        | Lead Partner                                       | Target Population              | Output Measure                                                                                       | Medium Term 2031                                                                                                                                             | Longer Term 2036                                                                                                                                                                                                       |
| <b>Access to Life's Basic Necessities</b>                                                                                                            |                                                    |                                |                                                                                                      |                                                                                                                                                              | <b>Stretch Outcome 3</b><br><br><b>Reduce the proportion of people in relative poverty by 6.5% by 2036</b><br><br>Baseline 2025: 19.1% of children in Aberdeen live in relative poverty and 18% of people in Scotland. |
| 3.1 Food sharing and community meals using surplus food which would otherwise be wasted. (Strong links with 3.3)                                     | Community Food Initiatives North East (CFINE)      | Low income people and families | No. community meals served<br>No. organisations serving Meals<br>Surplus food diverted               | <a href="#">Reduce the proportion of people choosing between eating food and heating homes by 6.5% by 2031</a><br><br>Baseline: 10.2% 2024 (City Voice 50)   |                                                                                                                                                                                                                        |
| 3.2 Cash first plus approach along with standardised income maximisation advice and access to employability support. (Strong links with 2.4 and 3.3) | Aberdeen Council of Voluntary Organisations (ACVO) | Low income people and families | No. households receiving direct cash and wraparound income maximisation/employability support        |                                                                                                                                                              |                                                                                                                                                                                                                        |
| 3.3 Community hub network to provide coordinated, consistent and accessible person centred services and support. (Strong links with 2.4)             | Aberdeen City Council (ACC)                        | SIMD 1 neighbourhoods          | No. of community hub network partners enabling access to agreed core services and support.           |                                                                                                                                                              |                                                                                                                                                                                                                        |
| <b>Empowering Diverse Communities</b>                                                                                                                |                                                    |                                |                                                                                                      |                                                                                                                                                              |                                                                                                                                                                                                                        |
| 3.4 Pooled anti-poverty and inequality budgets across sectors to optimise resources available to support improvement in communities.                 | Aberdeen City Council (ACC)                        | Low income people and families | No. people benefitting from services/interventions through pooled budgets                            | <a href="#">Increase proportion of people that score positively for feelings of influence and sense of control by 7% by 2031</a><br><br>Baseline: 22.6% 2025 |                                                                                                                                                                                                                        |
| 3.5 People panels made up of people with a mix of lived experience and perspectives to inform decisions.                                             | Grampian Regional Equality Council (GREC)          | Priority equality Groups       | No. of priority equality groups represented and directly engaged in policy decision making processes |                                                                                                                                                              |                                                                                                                                                                                                                        |



## COMMUNITIES & HOUSING

| Input                                                                                                                                             |                                 |                                         | Output                                                           | Outcome                                                                                                                                         |                                                                                                                                                                                                                             |
|---------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|-----------------------------------------|------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3.6 Community collaboratives to engage communities in the co-design and co-delivery of neighbourhood-level services, enhancing locality planning. | Station House Media Unit (SHMU) | SIMD 1 neighbourhoods                   | No. of neighbourhood-level services co-produced with communities | (Your Place, Your Plans, Your Future Public Engagement)                                                                                         | <div>Stretch Outcome 3</div> <div>Reduce the proportion of people in relative poverty by 6.5% by 2036</div> <div>Baseline 2025: 19.1% of children in Aberdeen live in relative poverty and 18% of people in Scotland.</div> |
| Preventing Homelessness                                                                                                                           |                                 |                                         |                                                                  |                                                                                                                                                 |                                                                                                                                                                                                                             |
| 3.7 Upstream Model, Life Skills & Youth Housing Pathways to access safe, affordable homes.                                                        | Aberdeen Foyer/Shelter Scotland | Young people                            | Young people supported through early intervention                | <a href="#">Reduce the number of young people (under 25) who become homeless by 6% and adults who become homeless in Aberdeen by 5% by 2031</a> |                                                                                                                                                                                                                             |
| 3.8 Wrap-around support service to reduce evictions and widen access to Registered Social Landlords (ATAP).                                       | Aberdeen Cyrenians              | Single adults in social housing         | People supported through ATAP.                                   |                                                                                                                                                 |                                                                                                                                                                                                                             |
| 3.9 Supporting existing tenancies and widen access to the Private Rented Sector (PRS) as a sustainable housing option.                            | Citizens Advice Bureau          | Single adults in private sector housing | People supported in the private rented sector.                   |                                                                                                                                                 |                                                                                                                                                                                                                             |
| 3.10 Turning vacant and underused Properties Into Homes                                                                                           | Aberdeen City Council           | People most at risk of homelessness     | Homes delivered through vacant units/building conversion         |                                                                                                                                                 |                                                                                                                                                                                                                             |



### Why is this a priority?

Nature and the environment are a priority for Aberdeen because access to green space and nature-based activities improves mental wellbeing, reduces social isolation, and strengthens community cohesion, yet residents in our most deprived areas are four times more likely to have limited access. Climate and energy challenges intensify these inequalities: over half of residents (52.3%) worry about severe weather, rising to 71.4% in deprived areas, while 25% fear they cannot heat their homes.

Although greenspace covers 21% of Aberdeen, accessibility and use of such spaces are raised by participants of Your Place, Your Plans, Your Future with people highlighting the importance of protecting and increasing natural green spaces for recreation, air quality, and biodiversity and suggesting more tree planting, and accessible green areas, especially near residential neighbourhoods. Prioritising environmental interventions and supporting community-led initiatives, tackles inequality, enhances wellbeing, and builds resilience against climate and social challenges.

### Our response

We start from strong community networks and a shared ambition to act on climate and biodiversity. We prioritise under-served neighbourhoods and enable local people to lead practical, visible changes. We rely on partners' support and resourcing for community-led action, linking existing programmes, shaping local living plans, and providing peer support and learning. Together, we deliver five connected system changes that reinforce one another: (1) mobilise a Nature City movement with recognition and learning

networks; (2) create pocket parks and spaces and wildlife corridors; (4) co-develop community energy solutions; and to grow food; (3) build a network of green byways (4) enable circular neighbourhoods through incentives, rewards and shared assets. As these changes spread, communities gain skills, confidence and influence, participation grows, local wealth increases, and environmental quality improves, moving us toward resilient, adaptive neighbourhoods by 2036.

### Where we are heading

By 2036, Aberdeen is recognised as a Nature City. In every neighbourhood, people of all ages take part in local, nature-positive activities—growing food, walking and cycling on green byways, repairing and reusing goods, and shaping decisions about their area. Homes are warmer and bills are lower thanks to community energy schemes. Streets and spaces feel welcoming, cared for and connected, with pocket parks, wildlife corridors and accessible routes that make daily life healthier, greener and more social.



# Neighbourhood and Environment

| Input                                                                                                                                   |                              |                         | Output                                                                                                                                                                                               | Outcome                                                                                                                                                                                                                                              |                                                                                                                                                                                                                              |
|-----------------------------------------------------------------------------------------------------------------------------------------|------------------------------|-------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| System Change                                                                                                                           | Lead Partner                 | Target Population       | Output Measure                                                                                                                                                                                       | Medium Term 2031                                                                                                                                                                                                                                     | Longer Term 2036                                                                                                                                                                                                             |
| <b>Natural Environment</b>                                                                                                              |                              |                         |                                                                                                                                                                                                      |                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                              |
| 4.1 Creation of 'pocket parks' and land for growing food<br>(Strong links with 4.2 and 4.3)                                             | Aberdeen City Council: (TBC) | Priority neighbourhoods | No. of new pocket parks<br><br>No. of areas of new land for growing food                                                                                                                             | <a href="#">Increase by 5% the percentage of residents from Scottish Index of Multiple Deprivation (SIMD) 1 who report feeling connected to their neighbourhood and reduce by 10% the percentage reporting barriers to accessing nature by 2031.</a> | <b>Stretch Outcome 5</b><br><br><b>Reduce carbon emissions by 84% and increase land managed for nature to 30% by 2036</b><br><br><b>Baseline:</b><br><b>1873 kt CO2e 2005</b><br><b>21.3% land managed for nature (2025)</b> |
| 4.2 Create a network of green byways/wildlife corridors connecting green space for people and nature<br>(Strong links with 4.1 and 4.3) | NESTRANS + RSPB (TBC)        | Priority neighbourhoods | No. of km of green byways / wildlife corridors<br><br>% of people walking, cycling and wheeling                                                                                                      |                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                              |
| 4.3 City for Nature movement with local living and learning networks<br>(Strong links with 4.1 and 4.2)                                 | NESBiP (TBC) + NHS           | Priority neighbourhoods | No. of neighbourhoods with community networks supporting nature & environment<br><br>'City for Nature' accreditation<br><br>£ new inward investment<br><br>% of people walking, cycling and wheeling | Baselines<br>Sense of belonging:<br>City Wide 49%<br>SIMD 1 42.9%<br>(City Voice 51: 2024)<br><br>Barriers to accessing nature: (City Voice 51: 2024)<br>City Wide: 70.6%<br>SIMD 1: 90.5%                                                           |                                                                                                                                                                                                                              |

| Climate change                                                                     |                                       |                         |                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <p>Stretch Outcome 5</p> <p>Reduce carbon emissions by 84% and increase land managed for nature to 30% by 2036</p> <p>Baseline:<br/>1873 kt CO2e 2005<br/>21.3% land managed for nature (2025)</p> |
|------------------------------------------------------------------------------------|---------------------------------------|-------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 4.4 Co-develop community energy solutions with neighbourhoods (solar, heat, power) | NESCAN                                | Priority neighbourhoods | <p>No. of Community energy initiatives (by locality)</p> <p>No. of households using community heat source</p> <p>No. of people in fuel poverty</p> <p>% reduction in carbon emissions</p> | <p><a href="#">Increase by 20% the percentage of people from Scottish Index of Multiple Deprivation 1 who (1) agree that their community has taken steps to prepare for climate change and (2) are able to and want to actively participate in making improvements for nature and climate by 2031.</a></p> <p>Baseline: Community have taken steps to prepare for severe weather:<br/>SIMD1 4.8%<br/>Citywide 6.5% (City Voice 51:2024)</p> <p>Feel able to and want to make improvements for nature: 14.3% (SIMD 1 16.8% City Wide (City Voice 51: 2024)</p> |                                                                                                                                                                                                    |
| 4.5 Creation of circular neighbourhoods using incentives, rewards and recognition  | Aberdeen City Council (TBC)<br>NESCAN | Priority neighbourhoods | <p>No. of reuse/repair initiatives</p> <p>% reduction in carbon emissions</p> <p>% reduction in tonnes of waste (re-use and recycled)</p> <p>£ from wealth building</p>                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                    |



Why is this a priority?

Healthy life expectancy in Aberdeen is declining, and overall life expectancy growth has stalled. The gap between the most and least deprived areas is substantial, 9.5 years for males and 8.4 years for females, meaning people in deprived communities not only live shorter lives but spend more years in poor health. This inequality is reinforced by higher rates of early death from cancer and coronary heart disease, as well as increased drug and alcohol related deaths, unhealthy weight, and mental ill-health. Preventing ill health through improved physical activity, healthy weight support, substance use reduction, and mental wellbeing is essential, particularly in communities at greatest risk.

Community safety and social connections are also key to reducing health inequalities. Residents in safe, supportive neighbourhoods with low crime and domestic abuse are more likely to have better mental and physical health and to engage in healthy behaviours. Engagement through ‘Your Place, Your Plan, Your Future’ highlighted the importance of accessible facilities, intergenerational and alcohol-free activities, and initiatives to support people using substances, showing that improving safety, services, and community opportunities is central to supporting longer, healthier lives for all.

Our response

Our response focuses on prevention, improving access to services, and enhancing community safety. We will prevent ill health by limiting the promotion and sale of unhealthy foods, implementing citywide standards to reduce harmful substance use, and establishing a Gambling Recovery Network to provide coordinated, trauma-informed support. These proactive measures aim to tackle health risks early,

reduce chronic disease, and support longer, healthier lives, particularly in communities experiencing the greatest disadvantage.

We will improve access to services by creating consistent peer support for people with long-term conditions, transforming services for those with complex needs, and fully embedding whole-system pathways for mental health support. Health diversion for substance-related offences will prioritise care, rehabilitation, and recovery. Alongside this, we will strengthen community safety, addressing risks such as domestic abuse.

Where we are heading

By 2036, Aberdeen will be a healthier city, with reduced health inequalities and longer, healthier lives for all. Prevention will be central, with healthier choices encouraged, harmful substance use reduced, and coordinated and accessible support available. Safer communities, with reduced domestic abuse, will foster wellbeing.





## HEALTH AND SOCIAL CARE

| Input                                                                                                                                                            |                                                  |                                                 | Output                                                                                                                                                                                                                                             | Outcome                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                            |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|-------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| System Change                                                                                                                                                    | Lead Partner                                     | Target Population                               | Output Measure                                                                                                                                                                                                                                     | Medium Term 2031                                                                                                                                                                              | Longer Term 2036                                                                                                                                                                                                                                                                           |
| <b>Increase focus on prevention activity</b>                                                                                                                     |                                                  |                                                 |                                                                                                                                                                                                                                                    |                                                                                                                                                                                               | <b>Increase Healthy Life Expectancy by at least 2 years and reduce gap in Life Expectancy between most and least deprived areas by 20% by 2036</b><br>Baseline:<br>HLE: Males: 58.0 years<br>females: 58.1 years (21-23).<br>Gap: 9.4 years for males and 8.4 years for females (2019-23). |
| 5.1 Increase healthier food choices through a city-wide reduction in the promotion and sale of high fat, sugar, and salt (HFSS) products.                        | Aberdeen City Health and Social Care Partnership | City Wide; Children and Families                | No. of organisations and retailers removing HFSS promotion and sales. <ul style="list-style-type: none"> <li>Related health measures type 2 diabetes, cardiovascular diseases, blood pressures etc.</li> </ul>                                     | <a href="#">By 2031, 10% reduction in deaths in Scottish Index of Multiple Deprivation 1 from alcohol and drugs and coronary heart disease and a 10% reduction in suicide rate city wide.</a> |                                                                                                                                                                                                                                                                                            |
| 5.2 All partner services and systems will adopt evidenced based, measurable standards to prevent harmful substance use. (Strong links with 1.2 and 5.7)          | Aberdeen City Health and Social Care Partnership | City wide; staff                                | <ul style="list-style-type: none"> <li>No. of services that have adopted substance use prevention standards</li> <li>No. of people referred for support</li> </ul>                                                                                 | Baselines:<br>Rates per 100,000 population for SIMD 1:                                                                                                                                        |                                                                                                                                                                                                                                                                                            |
| 5.3 Embed a whole system mental health policy, practice and environments model with an open referral system to improve access to support (Strong links with 1.2) | Aberdeen City Health and Social Care Partnership | City wide, people needing mental health support | <ul style="list-style-type: none"> <li>No. of admissions for mental health</li> <li>Uptake of self-referral and Walk in Mental Health models</li> <li>No. of new policies and practices with Mental health Impact</li> <li>Suicide Rate</li> </ul> | Alcohol-specific deaths -40.4 (2019-2023)<br>Drug-related deaths - 57.3 (2019-2023)<br>CHD early deaths - 95.9 (2021-2023)<br>Suicide Rate<br>Aberdeen City – 28 (2019-2023)                  |                                                                                                                                                                                                                                                                                            |

## HEALTH AND SOCIAL CARE

| Input                                                                                                                                                                                                                                                                                 |                                                  |                                               | Output                                                                                                                                                                                                                                                                                                              | Outcome                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                            |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|-----------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| System Change                                                                                                                                                                                                                                                                         | Lead Partner                                     | Target Population                             | Output Measure                                                                                                                                                                                                                                                                                                      | Medium Term 2031                                                                                                                                                                                                                                                                                                                                                               | Longer Term 2036                                                                                                                                                                                                                                                                           |
| <b>Improve access to services, support and people feeling safe</b>                                                                                                                                                                                                                    |                                                  |                                               |                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                | <b>Increase Healthy Life Expectancy by at least 2 years and reduce gap in Life Expectancy between most and least deprived areas by 20% by 2036</b><br>Baseline:<br>HLE: Males: 58.0 years<br>females: 58.1 years (21-23).<br>Gap: 9.4 years for males and 8.4 years for females (2019-23). |
| 5.4 Reduce gambling-related harm by establishing a Gambling Recovery Network ensuring timely access for individuals and families to receive support.                                                                                                                                  | Aberdeen City Health and Social Care Partnership | City wide, People at risk of gambling harm    | <ul style="list-style-type: none"> <li>No. of people supported by the Gambling Recovery Network</li> <li>No. of referrals made</li> </ul>                                                                                                                                                                           | <a href="#">By 2031, achieve a 17% increase in the proportion of adults reporting that they are able to manage their own health and wellbeing 'very well' and a 15% increase in the proportion of residents who report feeling safe in their communities.</a><br><br>Baseline: 47% reporting that they are able to manage their own health and wellbeing 'very well' 2023/2024 |                                                                                                                                                                                                                                                                                            |
| 5.5 Embed peer support as a core element of care for people living with long-term conditions. Enabling individuals to better manage their health, reduce isolation, and improve wellbeing through shared lived experience and community-led support.<br>(Strong links with 5.4 & 5.6) | Penumbra (TBC)                                   | City wide, those with long-term conditions.   | <ul style="list-style-type: none"> <li>No. of peer supporters trained with Trauma informed practices.</li> <li>No. of people supported and reduction in hospital admission and attendances.</li> </ul>                                                                                                              | Baseline: 47% reporting that they are able to manage their own health and wellbeing 'very well' 2023/2024                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                            |
| 5.6 Transform services to provide a Getting It Right for Everyone based model for people with multiple complex needs to access support and health, social care and community led activities locally, where                                                                            | Aberdeen City Health and Social Care Partnership | City wide, People with multiple complex needs | <ul style="list-style-type: none"> <li>No. of people with multiple complex needs who are supported through GIRFE model</li> <li>% of partner budgets allocated to prevention-focused activities.</li> <li>No. of shared premises</li> <li>% of residents that live within a 20 minute walk of activities</li> </ul> | 66.5% feel safe in their neighbourhood (City Voice 51, Oct. 2024)                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                            |

## HEALTH AND SOCIAL CARE

| Input                                                                                                                                                                                                                                                                                                                    |                              |                                                        | Output                                                                                                                                                                                                                                      | Outcome                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                            |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|--------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| System Change                                                                                                                                                                                                                                                                                                            | Lead Partner                 | Target Population                                      | Output Measure                                                                                                                                                                                                                              | Medium Term 2031                                                                                                                                                                                                                                              | Longer Term 2036                                                                                                                                                                                                                                                                           |
| they need it, by sharing premises and allocating a proportion of their budgets to prevention. (Strong links with 1.1, 5.4, 5.5 and 5.7)                                                                                                                                                                                  |                              |                                                        |                                                                                                                                                                                                                                             | <a href="#">By 2031, achieve a 17% increase in the proportion of adults reporting that they are able to manage their own health and wellbeing 'very well' and a 15% increase in the proportion of residents who report feeling safe in their communities.</a> | <b>Increase Healthy Life Expectancy by at least 2 years and reduce gap in Life Expectancy between most and least deprived areas by 20% by 2036</b><br><br>Baseline:<br>HLE: Males: 58.0 years females:58.1 years (21-23).<br>Gap: 9.4 years for males and 8.4 years for females (2019-23). |
| 5.7 Implement treatment and recovery diversion for substance related offences - treating it as a health and social issue, not a crime. The focus will be on care, rehabilitation, and recovery. (Strong links with 5.6)                                                                                                  | Alcohol and Drugs Action     | City wide, People with substance related offences      | <ul style="list-style-type: none"> <li>No. of individuals diverted from prosecution for substance-related issues who are diverted into recovery-based pathways.</li> <li>No. of repeat offences post diversion from prosecution.</li> </ul> | Baseline 47%: 2023/2024                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                            |
| 5.8 Increase early identification of domestic abuse by embedding domestic abuse-informed practice, safe routine enquiry and implement initiatives, including programmes specific to perpetrators, that that support change, challenge harmful behaviours, and prevent domestic violence. (Strong links with 1.3 and 5.2) | Police or NHS Grampian (TBC) | City wide, Staff; people at risk of harmful behaviours | <ul style="list-style-type: none"> <li>No. of DSDAS referrals</li> <li>No. of routine enquires completed</li> <li>No. of services who have a policy of safe enquiry of domestic abuse</li> </ul>                                            | 66.5% feel safe in their neighbourhood (City Voice 51, Oct. 2024)                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                            |



# Achieving Outcomes in Aberdeen: Ten Enablers of Change

To enable this plan to be delivered and our Stretch Outcomes to be achieved, Community Planning needs to create the conditions for effective system-wide change and collaboration. The ten enablers of system change below provide a shared foundation for how partners can work collectively to deliver the system changes detailed in the Plan and achieve the desired outcomes for people of Aberdeen. By embedding these enablers within our strategic approach, we strengthen our capacity to deliver shared outcomes, ensuring that change is driven by evidence, supported by strong relationships, and sustained through collective accountability. This creates the right environment for partners to align priorities, make better use of resources, and deliver meaningful improvements for people and communities.

|                                                                                                                                     |                                                                                                                                                                                                        |                                                                                                                                                                                                                     |                                                                                                                                                                                                                        |                                                                                                                                                                                                                                      |
|-------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                    |                                                                                                                       |                                                                                                                                  |                                                                                                                                     |                                                                                                                                                   |
| <b>Strategic Vision</b>                                                                                                             | <b>Collaborative Leadership</b>                                                                                                                                                                        | <b>Data and Evaluation: Evidence-Based</b>                                                                                                                                                                          | <b>Integrated Working Across Systems</b>                                                                                                                                                                               | <b>Quality Improvement</b>                                                                                                                                                                                                           |
| Ten-year rolling Local Outcome Improvement Plan provides a clear, shared direction, refreshed every five years to ensure relevance. | Robust governance structures foster shared leadership and accountability. Enhanced by alignment of single system strategies which enables all partners to show wider contribution to stretch outcomes. | Priorities and system changes grounded in data, ensuring interventions are targeted, evidence based and can be evaluated. Sharing data effectively ensuring systems are in place to support system change delivery. | System-level changes are prioritised to encourage transformation and integration. Cross-cutting improvement aims reduce duplication, maximise resources, and ensure partners are united in delivering shared outcomes. | The quality improvement methodology provides a consistent framework for testing and scaling effective system changes. Capacity building is central, with training to ensure partners are equipped to design, test, scale, and adapt. |

|                                                                                                                                                                                                 |                                                                                                                                                                             |                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                              |                                                                                                                                                                                                                           |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                |                                                                                            |                                                                                                                                              |                                                                                                                                                           |                                                                                                                                        |
| <b>Communication</b>                                                                                                                                                                            | <b>Community Empowerment</b>                                                                                                                                                | <b>Alignment of Resources and Commissioning</b>                                                                                                                                                                                 | <b>Workforce Development</b>                                                                                                                                                                                                                 | <b>Adaptive Governance and Accountability</b>                                                                                                                                                                             |
| Consistent and coordinated messaging across all Stretch Outcomes with a focus on cross-cutting areas, such as stigma, ensuring alignment and public visibility and supporting behaviour change. | Communities are equal partners and the PANEL principles—Participation, Accountability, Non-discrimination and equality, Empowerment, and Legality are rooted in engagement. | Partners collaborate to identify where resources can be pooled, ensuring that commissioning decisions reflect stretch outcomes. Alignment supports a system-wide view of resource use, enabling system changes to be delivered. | Workforce development builds a trauma-informed, skilled, and collaborative partnership workforce equipped to identify and respond to harm effectively. It also ensures that staff are able to use the technology and tools to work together. | A culture of constructive challenge, openness, and curiosity across governance structures. The Intelligent Board principles guide scrutiny, and improvement. Public quarterly and annual reporting informs the community. |

### CHANGE MANAGEMENT

Realising our vision and Stretch Outcomes will take concerted efforts over the next ten years. The system changes can't all be delivered at once and Community Planning Aberdeen will phase design and delivery, prioritising system changes targeting protected groups and communities experiencing the greatest inequalities, ensuring that the impact of improvement can be understood for those who stand to benefit most.

Community Planning Aberdeen has adopted the Model for Improvement (MFI) as the methodology for the design and testing of all the system-level changes. The approach ensures that there is a consistent, evidence-led, and disciplined approach. Multi-agency systems are complex and each of the system changes operate across multiple organisational boundaries, with different statutory responsibilities, and varying data systems, cultures, and governance arrangements. This complexity increases the risk of variation, duplication, and unintended consequences. Applying the Model for Improvement provides a consistent structure for making sense of system-wide challenges, aligning partners around shared aims, and enabling orderly progression through the stages of discovery, testing, learning, and implementation. This method offers the discipline needed for coordinated action while supporting flexibility and adaptation within different organisations.

All change ideas will be tested iteratively using Plan–Do–Study–Act (PDSA) cycles. Progression from testing to scale-up requires demonstrated improvement, assessment of system readiness, and approval through established governance processes. Evidence from targeted tests will inform whether changes should be adapted before wider implementation. Given the complexity of the systems, time is required, to understand the current systems and to design the system change. These early stages lay the foundation for the partnership to then test the change using the plan, do, study, act, cycle. Throughout all stages, progress updates will be reported to the Community Planning governance structures.

# Governance

## Community Planning Aberdeen Governance Structure

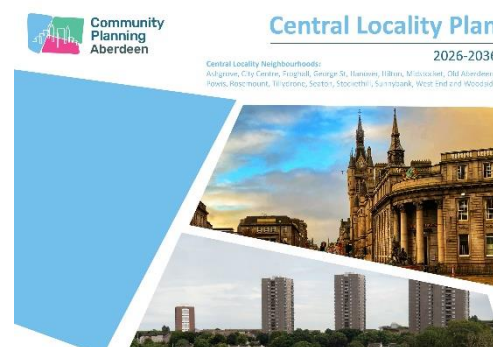
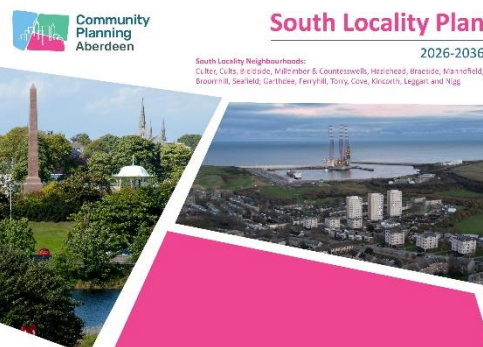
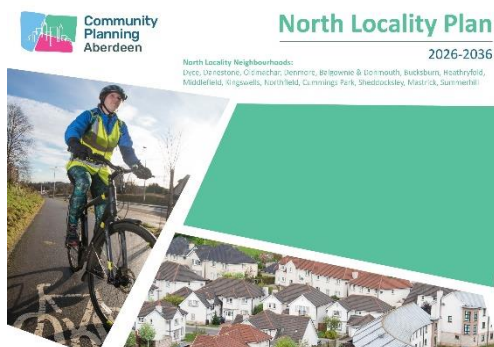
The CPA Board provides strategic leadership and direction for Community Planning across Aberdeen. It will scrutinise overall delivery of progress against this Local Outcome Improvement Plan (LOIP) and the underpinning Locality Plans to ensure improved outcomes across all areas of Aberdeen.

### ADD STRUCTURE DIAGRAM

## Locality Planning

People make our communities, and each of our communities are unique. Across the city, people experience different outcomes than others, and communities want and need different solutions to help improve the outcomes in their areas.

In addition to our city wide, Local Outcome Improvement Plan, we also have three underpinning Locality Plans. The Locality Plans for North, South and Central enable communities and wider partners to identify the actions to local challenges they want to take.



## Resources

Significant public sector resources are invested in Aberdeen annually. There are ongoing financial pressures resulting from financial settlements and increasing demand for key services. Within this environment, all partners allocate resources to meet agreed priorities. With the approval of this Local Outcome Improvement Plan, partners are committed to supporting and resourcing delivery of the system changes and achievement of the five Stretch Outcomes.

In addition partners are committed to identifying where resources can be pooled and ensuring that commissioning decisions reflect and support achievement of the Stretch Outcomes. Alignment supports a system-wide view of resource use, enabling system changes to be delivered.

# Recent and Upcoming Scottish Legislation Requiring Multi-Agency Collaboration

| Legislation                                                            | Status        | Commencement        | Agencies Involved                                          | Key Collaboration Duties                                                     |
|------------------------------------------------------------------------|---------------|---------------------|------------------------------------------------------------|------------------------------------------------------------------------------|
| Care Reform (Scotland) Act 2025                                        | Passed        | Late 2025 → 2026    | Local authorities, NHS boards, third-sector partners       | Integration of health and social care; joint governance; resource pooling    |
| Children (Care and Justice) (Scotland) Act 2024                        | Passed        | 2025 → 2026         | Social work, education, health, justice agencies           | Safeguarding coordination; joint care planning; data-sharing                 |
| Community Wealth Building (Scotland) Bill                              | In Parliament | Expected early 2026 | Local authorities, enterprise agencies, community bodies   | Collaborative economic planning; shared governance                           |
| Land Reform (Scotland) Bill                                            | In Parliament | Expected 2026       | Local authorities, landowners, community organisations     | Joint governance on land use; community engagement                           |
| Children (Care, Care Experience and Services Planning) (Scotland) Bill | In Parliament | Expected 2026       | Social work, education, health, housing services           | Multi-agency care planning; integrated support for care-experienced children |
| Housing (Scotland) Act 2025                                            | Passed        | 2025 → 2026         | Local authorities, housing associations, social care teams | Homelessness prevention; tenancy sustainment; integration with social care   |

# Local and National Strategies and Plans

## Children, Families and Lifelong Learning

- Additional Support for Learning (ASL) Action Plan
- Child Poverty (Scotland) Act & Tackling Child Poverty Delivery Plans
- Community Empowerment (Scotland) Act & Place-Based Policy Agenda
- Developing the Young Workforce (DYW)
- Education Reform & Curriculum for Excellence refresh
- Equally Safe: Scotland Strategy
- Getting it Right for Every Child (GIRFEC)
- National Child Protection Improvement Programme
- National Drugs Mission (Rights, Respect and Recovery)
- National Strategy to Prevent and Eradicate Child Sexual Exploitation
- National Violence Prevention Framework
- Neurodevelopmental Specification & National Autism Strategy
- No One Left Behind (Employability)
- Scottish Attainment Challenge (SAC)
- The Promise
- UNCRC (Incorporation) (Scotland) Act 2024
- Whole Family Wellbeing Plan

## Economic Stability

- Adult Learning Strategy 2022-27
- Child Poverty Employability
- Community Wealth Building
- Creative Scotland Independent Review
- Culture Investment Framework
- Fair Work Action Plan
- Local Employability Partnership Delivery and Action Plan (undergoing refresh)
- National Heritage Fund's 10-year strategy
- National Strategy for Economic Transformation (NSET)
- No One Left Behind – Employability Strategic Plan (2024–27)
- Regional Economic Strategy
- Regional Economic Strategy Skills Action Plan
- Scotland's Community Wealth Building Strategy
- Scotland's Culture Strategy
- Scotland's Labour Market Strategy (2024–2028)
- Scotland's Skills Action Plans
- Social Enterprise Strategy for Scotland (2024–2034)

## Communities and Housing

- Good Food Nation Plan
- Child Poverty Delivery Plan
- Population Health Framework 2025-35
- Poverty and Inequality Commission Strategic Plan 2025-27
- No One Left Behind Employability Strategic Plan
- Community Empowerment Strategy
- Scottish Government Homelessness and Rough Sleeping recommendations
- Housing First principles
- Rapid Rehousing Transition Plan (RRTP)
- Scotland's Fuel Poverty Strategy
- Scottish Government's Ending Homelessness Together Action Plan

## Neighbourhood and Environment

- Central Scotland Green Network (in NPF4)
- Circular Economy (Scotland) Act 2024
- Climate Change (Scotland) Act & Net-Zero Plans
- Community Empowerment (Scotland) Act 2015
- Draft Environment Strategy (contextual)
- Heat Networks (Scotland) Act 2021
- Local Energy Policy Statement & Community Energy Support
- National Planning Framework 4 (NPF4)
- Net-Zero and Just Transition Policy Environment
- Scotland's Circular Economy & Waste Route Map 2030
- Scottish Biodiversity Strategy to 2045
- Scottish National Adaptation Plan (SNAP3: 2024–29)

## Health and Social Care

- Equally Safe: Scotland's Strategy for Preventing and Eradicating Violence Against Women and Girls
- Good Food Nation Plan & Good Food Nation (Scotland) Act 2022
- Just Energy Transition programme
- Long Term Conditions Framework (emerging / consultation)
- Mental Health and Wellbeing Strategy (Scottish Government)
- Public Health Nutrition Strategy (Food Standards Scotland)
- Rights, Respect and Recovery: Alcohol and Drug Treatment Strategy (including public health approach to diversion)
- Scotland's Population Health Framework 2025-2035
- Self-Harm Strategy and Action Plan
- Tobacco and Vaping Framework: Roadmap to 2034



# References

## Children, Families and Lifelong Learning

[Aberdeen City Council. \(2025\). \*Child criminal exploitation – Framework and screening tool\*](#)

[Barnardo's. \(n.d.\). \*Newport family support team \(FST\)\*](#)

[Centre for Justice Innovation. \(2024\). \*Valuing youth diversion: A toolkit for practitioners\* \(6th ed.\)](#)

[Children and Young People's Centre for Justice \(CYCJ\). \(2023\). \*Understanding child criminal exploitation in Scotland: A scoping review\*](#)

[Community Planning Aberdeen. \(2025\). \*Homestart link worker case studies\*](#)

[Community Planning Aberdeen. \(2025\). \*E & R priorities system change ideas\*](#)

[Community Planning Aberdeen. \(2025\). \*NHS Aberdeen City test of change final report\*](#)

[East Ayrshire Council. \(n.d.\). \*About SL33\*](#)

[Lipsey, M. W., Howell, J. C., Kelly, M. R., Chapman, G., & Carver, D. \(2010\). \*Improving the effectiveness of juvenile justice programs: A new\*](#)

[\*perspective on evidence-based practice.\*](#)  
[Peabody Research Institute](#)

[McAra, L., & McVie, S. \(2012\). \*Edinburgh Study of Youth Transitions and Crime: Key findings and policy impact.\*](#) University of Edinburgh School of Law

[Pappas, L. N., & Dent, A. L. \(2021\). \*The 40-year debate: A meta-review on what works for juvenile offenders.\*](#) *Journal of Experimental Criminology*, 19(1), 1–30

[Public Health Scotland. \(2025\). \*Child and adolescent mental health services \(CAMHS\) waiting times: Quarter ending March 2025.\*](#) Public Health Scotland

[Scottish Government. \(2018\). \*A guide to youth justice in Scotland: Policy, practice and legislation – Section 4: Early and effective intervention & diversion from prosecution.\*](#) Scottish Government

[Scottish Government. \(2023\). \*Criminal exploitation: Practitioner guidance.\*](#) Scottish Government

[Scottish Government. \(2024\). \*Whole system approach to young offending.\*](#) Scottish

## Government

[Wilson, H. A., & Hoge, R. D. \(2013\). \*The effect of youth diversion programs on recidivism: A meta-analytic review.\*](#) *Criminal Justice and Behavior*, 40(5), 497–518

[Wong, J. S., Bouchard, J., Gravel, J., Bouchard, M., & Morselli, C. \(2016\). \*Can at-risk youth be diverted from crime? A meta-analysis of restorative diversion programs.\*](#) *Criminal Justice and Behavior*, 43(10), 1310–1329

[XP School. \(n.d.\). \*XP Doncaster model.\*](#) XP School

[Youth Endowment Fund. \(2023\). \*MHF BAM: YEF feasibility study.\*](#) Youth Endowment Fund

## Economic Stability

[Birmingham Anchor Network. \(n.d.\). \*Birmingham Anchor Network.\*](#) Birmingham City Council

[Bradford Culture Company. \(2024\). \*Bradford UK City of Culture 2025: Bid and impact summary.\*](#) Bradford Culture Company

[CoGenerate. \(n.d.\). Encore Fellowships programme overview. CoGenerate](#)

[Coventry City of Culture Trust. \(2023\). Coventry UK City of Culture 2021: Final evaluation report. Coventry City of Culture Trust.](#)

[Culture Aberdeen. \(2025\). Culture-led regeneration and creative economy growth: Aberdeen City of Culture 2029 bid proposal. Culture Aberdeen](#)

[Department for Culture, Media & Sport; Warwick Business School. \(2025\). Evidence review: UK City of Culture programme impacts](#)

[Department for Work and Pensions. \(2018\). Working Well: Final evaluation report. Department for Work and Pensions](#)

[Derry City Council. \(2013\). Post-project evaluation of UK City of Culture 2013. University of Warwick](#)

[Greater London Authority. \(n.d.\). Fair work and employment standards in London. Greater London Authority](#)

[Greater Manchester Combined Authority. \(n.d.\). Greater Manchester Good Employment Charter. Greater Manchester Combined Authority](#)

[Greater Manchester Combined Authority. \(n.d.\). Working Well pilot programme overview. Greater Manchester Combined Authority](#)

[GreenTown Labs. \(n.d.\). GreenTown Labs Houston: Community innovation hub](#)

[Hull City Council; University of Hull, Culture, Place and Policy Institute. \(2019\). The impacts of Hull UK City of Culture 2017: Main evaluation findings and reflections. University of Hull](#)

[Leeds Health and Care Academy. \(n.d.\). Leeds Health and Care Talent Hub. Leeds Health and Care Academy](#)

[McArthur, K., Wilson, A., & Hunter, K. \(2017\). Mentor suitability and mentoring relationship quality: Lessons from the Glasgow Intergenerational Mentoring Network. Journal of Community Psychology, 45\(5\), 646–657. Wiley](#)

[More Positive Together Partnership. \(n.d.\). More Positive Together \(MPT\) initiative. Lancashire Local Enterprise Partnership](#)

[Navigatr. \(n.d.\). About WorkSkills Kingston. Navigatr](#)

[North of Tyne Combined Authority. \(n.d.\). Community partnerships programme. North of Tyne Combined Authority](#)

[Nutall, G. \(2012\). Nutall Review of employee ownership: Sharing success. Department for Business, Innovation and Skills](#)

[Oxfam; University of the West of Scotland. \(2014\). A review of social and employee-owned](#)

[co-operative business models and their potential to reduce poverty \(Collaborative Research Reports Series No. 2\). University of the West of Scotland–Oxfam Partnership](#)

[Scottish Government. \(2015\). \*Employability pipelines in Scotland: Review of implementation and design\*. Scottish Government](#)

[Scottish Government. \(n.d.\). \*Inclusive growth programme\*. Scottish Government](#)

[Sheffield City Council. \(n.d.\). Sheffield Social Enterprise Growth Accelerator. Sheffield Social Enterprise Network](#)

[Social Economy West; The School for Social Entrepreneurs. \(n.d.\). Social Economy West Accelerator \(Bristol, Bath, North East Somerset & South Gloucestershire\). The School for Social Entrepreneurs](#)

[The School for Social Entrepreneurs. \(n.d.\). Social Economy West Accelerator \(Bristol, Bath, North East Somerset & South Gloucestershire\). West of England Combined Authority](#)

[University of Hull, Culture, Place and Policy Institute. \(2019\). The impacts of Hull UK City of Culture 2017: Main evaluation findings and reflections](#)

[What Works Growth. \(n.d.\). Briefing paper: Local impacts of fair employment policies. What Works Growth](#)

## Communities and Housing

[Australian Institute of Family Studies. \(n.d.\). \*Intervening early to prevent youth homelessness: Lessons from the Geelong Project\* \[Webinar\]](#)

[Baltic Journal of Real Estate Economics. \(n.d.\). \*Adaptive property reuse for social housing\*. YieldPro](#)

[Canadian Observatory on Homelessness. \(2025, February 18\). \*Shelter diversion and youth homelessness: Does it really work?\* Homeless Hub](#)

[CaseWorthy. \(n.d.\). \*The growing homeless crisis: How technology is driving solutions\*](#)

[Centre for Homelessness Impact. \(2025, July\). \*'What works': Women and homelessness\* \(Cohort briefing note\)](#)

[Centre for Homelessness Impact. \(2021\). \*Public attitudes survey\*](#)

[Community Planning Aberdeen. \(2025\). \*Conference Event Feedback\*](#)

[Community Planning Aberdeen. \(2025\). \*LOIP Follow-Up Session 15 July 2026\*](#)

[Community Planning Aberdeen. \(2025\). \*Population Needs Assessment 2025: Health Determinants\* \(Draft\)](#)

[Crisis. \(2018\). \*Reframing homelessness in the United Kingdom\*](#)

[Crisis. \(n.d.\). \*Key principles for Help-to-Rent projects\*](#)

[East Lothian Council. \(n.d.\). \*Housing and education: A community-based, youth-informed pathway\*](#)

[FEANTSA. \(2018\). \*Think piece: Reframing homelessness in the United Kingdom\*. FEANTSA](#)

[Habitat for Humanity. \(n.d.\). \*Converting underutilized spaces\*](#)

[Habitat for Humanity GB. \(n.d.\). \*Repurposing empty spaces\*](#)

[HCWoods. \(2024, November 26\). \*The impact of technology on homelessness outreach programs\*. HCWoods Blog](#)

[Homes for Good. \(n.d.\). \*Our approach\*. Homes for Good. Retrieved December 3, 2025](#)

[Homewards. \(2023\). \*Public perception report\*](#)

[Housing Evolutions. \(n.d.\). \*The Money House: Youth homelessness prevention programme\*](#)

[JAMA Network. \(n.d.\). \*Housing stability and health outcomes\*](#)

[Quinn Evans. \(n.d.\). \*Sustainability and adaptive reuse in housing\*](#)

[Rock Trust. \(n.d.\). \*Youth Housing Hub Edinburgh\*](#)

[Scottish Women's Budget Group. \(2024\). \*Aberdeen gender inequality and poverty report\*](#)

[Shelter Scotland. \(2022\). \*Pre-action requirements in rent arrears cases\*](#)

[Urban Institute. \(n.d.\). \*Eviction prevention and diversion programs\*](#)

[Urban Land Institute. \(n.d.\). \*Adaptive use for affordable housing\*. Urban Land Magazine](#)

[Vacant Express. \(2025\). \*Transforming vacant properties: A path to community renewal and growth\*](#)

[Walker Morris. \(n.d.\). \*The Pre-Action Protocol for possession claims is coming\*](#)

[Wales Centre for Public Policy. \(2017\). \*Preventing youth homelessness: International evidence review\*](#)

[Woodhall-Melnik, J., Monette, C., Reiser, C., & LeBlanc Haley, T. \(2025\). \*Housing First for youth who experience homelessness: A systematic review\*. \*Urban Affairs Review\*, 61\(5\), 1381–1415. Sage Publications](#)

[World Heritage USA. \(n.d.\). \*Heritage preservation and housing reuse\*](#)

[Y-Foundation. \(n.d.\). \*Y-polut – Y-Säätiö's housing support\*](#)

[Y-Säätiö. \(n.d.\). \*Hybrid Housing First model for repeat homelessness prevention\*](#)

## Neighbourhood and Environment

[Aberdeen Community Energy. \(2016\). \*The Donside Hydro\*](#)

[Allam, Z., & Cheshmehzangi, A. \(2024\). The social movements and political landscape of sustainable futures. In \*Sustainable futures and green new deals\*. Palgrave Macmillan](#)

[Allison, A. L., Lorencatto, F., Michie, S., & Miodownik, M. \(2022\). Barriers and enablers to food waste recycling: A mixed methods study amongst UK citizens. \*International Journal of Environmental Research and Public Health\*, 19\(5\), 2729](#)

[Boostani, P., Pellegrini-Masini, G., & Klein, J. \(2024\). The role of community energy schemes in reducing energy poverty and promoting social inclusion: A systematic literature review. \*Energies\*, 17, 3232](#)

[Bracknell Forest Council. \(n.d.\). \*Recycling incentive scheme\*. Bracknell Forest Council](#)

[British Gas Energy Trust. \(2025\). \*Roundtable insights: Community energy and low-income households\*](#)

[Cao, S., Song, C., Jiang, S., Luo, H., Zhang, P., Huang, Y., Yu, J., Li, K., Li, N., Guo, B., & Li, X. \(2024\). Effects of urban greenway environmental types and landscape characteristics on physical and mental health restoration. \*Forests\*, 15\(4\), 679](#)

[Circular Communities Scotland. \(n.d.\). \*Circular Communities Scotland\*](#)

[City of Edinburgh Council. \(n.d.\). \*The need for 20-minute neighbourhoods\*](#)

[Community Energy England. \(n.d.\). \*District heating network Glasgow\*](#)

[Community Energy Scotland. \(2024a\). \*A fair energy deal for Scotland: Proposal for a 1000MW community energy target\*](#)

[Community Energy Scotland. \(2024b\). \*The transformative impact of community owned energy: Energy case studies 2024\*. Community Energy Scotland](#)

[Community-led climate action – Policy – Community climate action hubs, climate action towns in Scotland. \(n.d.\). Scottish Government](#)

[Cornwall Council. \(n.d.\). \*Design guide: Using 'Building with Nature' to define high-quality green infrastructure in policy\*](#)

[COSLA. \(2022\). \*Live well locally: Budget lobby 22-23\*. COSLA](#)

[De Simone, E., Rochira, A., & Mannarini, T. \(2025\). Individual and community catalysts for renewable energy communities \(RECs\) development. \*Current Opinion in Psychology\*, 62, 101987](#)

[Dong, J., Guo, R., Guo, F., Guo, X., & Zhang, Z. \(2023\). Pocket parks – A systematic literature review. \*Environmental Research Letters\*, 18\(8\), 083003](#)

[GCR Green Network. \(n.d.\). \*Clyde Greenways\*](#)

[Glasgow City Council. \(2023\). District heating networks could warm almost half of Glasgow population](#)

[Good Food Nation Plan. \(n.d.\). Scottish Parliament](#)

[Goodman. \(2022\). Social movements and climate change: "Climatizing" society from within. \*Oxford Research Encyclopedia of Climate Science\*](#)

[Jacob, V., Reynolds, J. A., Chattopadhyay, S. K., Hopkins, D. P., Brown, D. R., Devlin, H. M., ... & Chriqui, J. F. \(2024\). Parks, trails, and greenways for physical activity: A community guide systematic economic review. \*American Journal of Preventive Medicine\*, 66\(6\), 1089–1099](#)

[Kerishnan, P. B., & Maruthaveeran, S. \(2021\). Factors contributing to the usage of pocket parks—A review of the evidence. \*Urban Forestry & Urban Greening\*, 58, 126985](#)

[Li, J., Nordin, N. A., & Md Dali, M. \(2025\). Does small mean unimportant? A review of pocket park values and associated factors. \*Open House International\*, 50\(1\), 98–117](#)

[Local Government Information Unit. \(2021\). \*Perspectives on the 20-minute neighbourhood – progress around the world\*](#)

[Local Trust. \(2024\). \*Neighbourhoods in action\*](#)

[NESTA. \(2024\). \*Clean heat: Coordinating the switch street by street\*](#)

[Oluwadipe, S., Garelick, H., McCarthy, S., & Purchase, D. \(2022\). A critical review of household recycling barriers in the United Kingdom. \*Waste Management & Research\*, 40\(7\), 905–918.](#)

[Picuno, C., Gerassimidou, S., You, W., Martin, O., & Iacovidou, E. \(2025\). The potential of deposit refund systems in closing the plastic beverage bottle loop: A review. \*Resources, Conservation and Recycling\*, 212, 107962](#)

[ReLondon. \(2025\). \*Circular neighbourhoods: Heston in the Loop case study\*](#)

[Romano, L., et al. \(2024\). Adolescents and young adults' participation in pro-environmental movements: A systematic review. \*Journal of Genetic Psychology\*](#)

[Scottish Government. \(2019\). \*Shared ownership of onshore renewable energy developments\*](#)

[Town and Country Planning Association. \(2023\). \*'Living well locally': A community vision\*](#)

[Town and Country Planning Association. \(2023\). \*Birmingham's vision for liveable neighbourhoods\*](#)

[Turcu, C. \(2024\). \*London's pocket parks\*. The Bartlett Faculty of the Built Environment at University College London \(UCL\)](#)

[GCR Green Network. \(n.d.\). \*Clyde Greenways\*. GCR Green Network](#)

[Green Infrastructure Framework. \(n.d.\). \*Green infrastructure home\*. Natural England](#)

[Health Foundation. \(n.d.\). \*Inequalities in access to green space\*. Health Foundation](#)

[Inclusive spaces: Creating a public realm for everyone. \(n.d.\). Chartered Institution of Highways & Transportation](#)

[Joseph Rowntree Foundation. \(n.d.\). \*Community energy and low-income households\*](#)

[Local Government Association. \(n.d.\). \*Good practice guide: Council-led circular economy approaches\*](#)

[Local Trust. \(2024\). \*Neighbourhoods in action: Achieving big results by working hyper-locally\*](#)

[London Borough of Hounslow. \(n.d.\). \*Circular neighbourhoods: Heston in the Loop case study\*. ReLondon](#)

[Marmot, M. \(n.d.\). \*Building fairer towns, cities and regions: Insights from Marmot Places\*. Local Government Association](#)

[MDPI. \(2021\). \*Repair Cafés: A systematic literature review\*](#)

[National Pocket Parks Programme. \(n.d.\). \*68 new pocket parks announced across the UK\*. GoParks London](#)

[Natural England. \(2025\). \*Growing together: How community-led green infrastructure delivers health and climate benefits\*](#)

[Paris 15-minute city. \(n.d.\). Local Government Information Unit](#)

[Plan from COSLA. \(2022\). \*Live well locally: Budget lobby 22-23\*](#)

[Public Health Scotland. \(n.d.\). \*CHES programme\*](#)

[ReLondon. \(n.d.\). \*Circular neighbourhoods\*. ReLondon](#)

[Salford University. \(n.d.\). \*Green spaces in socially excluded areas\*. University of Salford](#)

[Scottish Government. \(n.d.\). \*Planning guidance: Local living and 20 minute neighbourhoods\*](#)

[University of Salford. \(n.d.\). \*Green spaces in socially excluded areas\*](#)



[World Health Organization. \(2021\). \*Nature, biodiversity and health: An overview of interconnections\*](#)

[Zero Waste Scotland. \(n.d.\). \*Societal impacts of the circular economy\*](#)

### Health and Social Care

[Aberdeen City Council. \(n.d.\). \*Child criminal exploitation framework and screening tool\*](#)

[Aberdeen City Council. \(2025–2028\). \*Gambling Policy Statement\*](#)

[Action for Children. \(n.d.\). \*Shattered lives, stolen futures: Full report\*](#)

[Age UK. \(2016\). \*Testing promising approaches to reducing loneliness: Report\*](#)

[Age UK. \(n.d.\). \*Loneliness research and resources\*](#)

[Age UK. \(n.d.\). \*Reducing loneliness\*](#)

[Age UK. \(n.d.\). \*You are not alone in feeling lonely\*](#)

[Bird, C., Harper, L., Muslim, S., Yates, D., & Litchfield, I. \(2025\). \*Exploring the design and impact of integrated health and social care services for children and young people living in underserved populations: A systematic review.\* BMC Public Health, 25\(1\), 1359](#)

[BMC Medicine. \(2024\). \*The effectiveness, implementation, and experiences of peer\*](#)

[support approaches for mental health: a systematic umbrella review, 22\(1\), 72. BioMed Central](#)

[Campaign to End Loneliness. \(n.d.\). \*Promising approaches revisited\*](#)

[Campaign to End Loneliness. \(n.d.\). \*Promising approaches revisited: Full report\*](#)

[Cancer support groups: A critical review of empirical studies. \(2007\). \*Psycho-Oncology\*, 16\(5\), 379–400](#)

[Centre for Youth & Criminal Justice. \(2018\). \*Youth justice diversion: Section 4 complete\*](#)

[Centre for Youth & Criminal Justice. \(2023\). \*Understanding child criminal exploitation in Scotland\*](#)

[Close the Gap. \(2022–2023\). \*Equally Safe at Work: Bronze evaluation report\*](#)

[Close the Gap. \(2023\). \*Equally Safe at Work: Supporting employers to advance gender equality and prevent violence against women Community Champions. \(n.d.\). Community Champions mixed-methods evaluations\*](#)

[Department of Health and Social Care. \(n.d.\). \*DIO Food Project findings on HFSS legislation. OSF\*](#)

[DIO Food Project. \(2024\). \*Impact of HFSS legislation on proportional sales\*](#)

[Disability and Rehabilitation. \(2018\). \*The key features and role of peer support within group self-management interventions for stroke? A systematic review.\* Taylor & Francis](#)

[Drug and Alcohol Review. \(2023\). \*Health outcomes and service use patterns associated with co-located outpatient mental health care and alcohol and other drug specialist treatment: A systematic review\*](#)

[Fair Health. \(n.d.\). \*Trailblazer\*](#)

[Forum for Youth Investment. \(2019\). \*Youth justice diversion meta-analysis\*](#)

[Green Dot. \(n.d.\). \*Cluster randomised controlled trials on bystander intervention\*](#)

[Healthcare needs assessment of gambling harm in Scotland. \(2025\). \*Public Health Scotland\*](#)

[Impact Birmingham. \(n.d.\). \*Loneliness among older people in rural areas.\* University of Birmingham](#)

[Manica, M. \(2022\). \*Approaches to reducing violent youth offending: Evidence review.\* Scottish Violence Reduction Unit](#)

[National Center for Biotechnology Information. \(2016\). \*Preventing violence and reducing its impact: How development agencies can help.\* NCBI Bookshelf](#)

[National Institute for Health and Care Excellence. \(2023\). \*Gambling: Identification, assessment and management \(NICE Guideline NG248\)\*](https://www.nice.org.uk/guidance/NG248)  
<https://www.nice.org.uk/guidance/NG248>

[National Records of Scotland. \(2024\). \*Drug-related deaths in Scotland, 2024\*. Edinburgh: National Records of Scotland](#)

[Obesity Action Scotland. \(2024\). Innovation and practice: Developing whole systems approaches to diet & healthy weight in Scotland. Obesity Action Scotland](#)

[Obesity Action Scotland. \(2024\). Local levers for diet and healthy weight. Obesity Action Scotland](#)

[Patient Education and Counseling. \(2011\). Enabling mutual helping? Examining variable needs for facilitated peer support](#)

[Public Health England. \(2024\). Reducing reoffending: Evidence synthesis. UK Government](#)

[Public Health England. \(2020\). Bystander interventions report. UK Government](#)

[Public Health Scotland. \(2025\). \*Healthcare needs assessment of gambling harm in Scotland\*](#)

[PubMed Central. \(2022\). Community interventions and loneliness: Evidence review. National Library of Medicine](#)

[Robertson, A., & Steele, S. \(2023\). A cross-sectional survey of English NHS Trusts on their uptake and provision of active bystander training including to address sexual harassment. \*JRSM Open\*, 14\(5\), 1–6](#)

[ScienceDirect. \(2024\). Article on public health policy and obesity. Elsevier](#)

[Scottish Government. \(2018\). \*A healthier future: Scotland's diet and healthy weight delivery plan\*](#)

[Scottish Government. \(n.d.\). \*Practitioner guidance: Criminal exploitation\*.](#)

[Scottish Government. \(n.d.\). Proposed national good food nation plan](#)

[Scottish Government. \(n.d.\). \*Whole system approach: Youth justice policy\*](#)

[Scottish Government & COSLA. \(2023\). \*Equally Safe: Scotland's strategy for preventing and eradicating violence against women and girls\*](#)

[Skivington, K., et al. \(2025\). \*Workplace bystander intervention programmes: Scoping review\*](#)

[Springer. \(2023\). Global health policy analysis: Table 2. Springer Nature](#)

[Sustain. \(2022\). Success: TfL advertising policy. Sustain](#)

[Time to Change. \(n.d.\). Anti-stigma community champion programme outcomes](#)

[Time to Change. \(n.d.\). \*Population-level attitude improvements on mental-health stigma\*](#)

[UK Government. \(n.d.\). Whole systems approach to obesity](#)

[University of California, Los Angeles. Loneliness Scale. \(n.d.\). \*Loneliness and isolation measures\*](#)

[University of Edinburgh School of Law. \(n.d.\). \*Edinburgh study of youth transitions and crime\*](#)  
[Wiley Online Library. \(2022\). \*Co-location, an enabler for service integration? Lessons from an evaluation of integrated community care teams in East London\*](#)

[Wiley Online Library. \(2023\). Reducing loneliness among older adults: A systematic review. Wiley](#)

[Wilson, H. A., & Uggen, C. \(2013\). \*Youth justice diversion: International evidence\*](#)

[Women's Aid. \(2020\). \*Change that lasts: Impact briefing\*](#)

[Workplace Scoping Review. \(2025\). \*Primary-level bystander workshops and prosocial action\*. NHS Trusts](#)

[World Health Organization. \(2020\). \*Community-based interventions for violence prevention\*. BioMed Central.](#)



## Community Planning Aberdeen Partners



Aberdeen City Health & Social Care Partnership  
*A caring partnership*



Scottish Enterprise



SCOTTISH  
FIRE AND RESCUE SERVICE  
Working together for a safer Scotland



Skills  
Development  
Scotland



UNIVERSITY OF  
ABERDEEN

NORTH EAST  
SCOTLAND  
COLLEGE



This page is intentionally left blank



|                         |                                                                        |
|-------------------------|------------------------------------------------------------------------|
| <b>Progress Report</b>  | Resourcing of System Changes – Draft LOIP 2026-2036                    |
| <b>Lead Officer</b>     | Michelle Crombie, Strategic Lead, Prevention and Community Empowerment |
| <b>Report Author</b>    | Allison Swanson, Community Planning and Improvement Manager            |
| <b>Date of Report</b>   | 7 January 2026                                                         |
| <b>Governance Group</b> | Community Planning Aberdeen Management Group – 21 January 2026         |

### **Purpose of the Report**

This report presents the current status of the resourcing of system changes within the draft Local Outcome Improvement Plan (LOIP) 2026–2036 for the Management Group’s consideration.

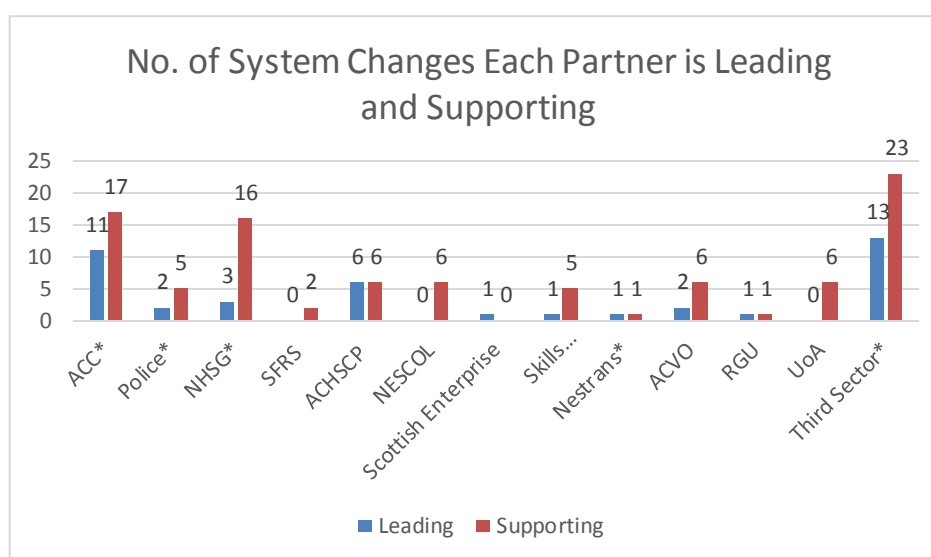
### **Summary of Key Information**

#### **1 BACKGROUND**

- 1.1 The financial constraints placed on all partners are challenging and national policy drivers impact on their decision making processes and ability to direct funding to Community Planning Aberdeen priorities.
- 1.2 The Local Outcome Improvement Plan 2026-36 development process has identified 36 system changes to support achievement of the 14 improvements aims for 2031 and 5 Stretch Outcomes for 2036.
- 1.3 The Management Group on 3 November 2025, agreed that system changes were be able to be delivered within current partner resourcing. For each system change:
  - a. Name the lead partner responsible for each refined system change
  - b. For each system change confirm the partners who are committed to supporting and resourcing the change and how they will do this, including activities that might need to stop to ensure unintended consequences are considered.
- 1.4 Leadership, staffing and funding commitment from all partners to the system changes proposed have been sought through the partner’s representative on the Outcome Improvement Group. The table below shows the leadership of the system changes across partner organisations and **Appendix 1** shows the resourcing confirmed for the system changes.
- 1.5 4 are proposed to be co-led. All system changes have a leading partner detailed, however 5 of the named partners (3 of which are co-leads) are still to be confirmed.

1.6 The graph shows how leadership of system changes is distributed among partners. This highlights that statutory community planning partners are leading the majority of the system changes, with Aberdeen City Council leading 11 out of 36 (31%) ACHSCP 6 (17%), NHS Grampian 3 (8%), Police Scotland 2 (6%) and Skills Development Scotland, RGU, Scottish Enterprise, NESTRANS are all leading 1 change each. Non-statutory community planning partners are leading a number system changes with ACVO leading 2 (6%) and a further 12 third sector partners leading 12 (33%). Scottish Fire and Rescue Service, NESCOL and the University of Aberdeen are not leading any system changes. A similar pattern is presented when reviewing the commitment to support the delivery of the system changes also shown in the graph below. *\*Note the numbers reflect the 4 system changes proposed to be co-led.*

1.7 This uneven spread of leadership and support to deliver the system changes highlight that leadership and responsibility for system change are not equally shared, which could pose risks for the deliverability of the system changes. There is an opportunity to broaden leadership and support from partners to ensure the deliverability of the system changes proposed. **Management Group members are asked to review their contribution in advance of the Management Group meeting and advise where they can further contribute by either leading or resourcing any of the other system changes.**



\*Note the numbers reflect co-led projects

1.8 As part of prioritisation, and following the last meeting of the Management Group, Groups have continued to explore and confirm, for each system, whether the “the system change is appropriately resourced?”- Is funding part of a core budget, or funding identified (met), has funding sources that can be applied for been identified or application submitted, or sufficient resource to design and test the change (partially), or no funding source identified (Not)? The 36 system changes have been categorised as follows in terms of resourcing:

| “Is the system change appropriately resourced?” |           |     |
|-------------------------------------------------|-----------|-----|
| Met                                             | Partially | Not |
| 12                                              | 24        | 0   |

1.9 No activities that might need to stop or unintended consequences have been identified at this time by outcome Improvement Groups.

## 2 NEXT STEPS

|                        |                                                                                                                         |
|------------------------|-------------------------------------------------------------------------------------------------------------------------|
| <b>15 Dec 2025</b>     | Groups submit fully populated logic model and Theory of Change templates for each improvement aim with detail as above. |
| <b>January 2026</b>    | Contribution to and commitment from all partners representatives on Management Group to the system changes              |
| <b>21 January 2026</b> | CPA Management Group                                                                                                    |
| <b>2 Feb 2026</b>      | Further engagement on proposals for stakeholders led by Chairs                                                          |
| <b>16 Feb 2026</b>     | Consultation on draft Local Outcome Improvement 2026–36 starts                                                          |
| <b>20 March 2026</b>   | Consultation on draft Local Outcome Improvement 2026–36 ends                                                            |
| <b>Mar/April 2026</b>  | Contribution to and commitment from all partners governance structures to the system changes                            |
| <b>4 April 2026</b>    | Feedback from consultation to Groups                                                                                    |
| <b>26 April 2026</b>   | Groups submit final logic model and theory of change template                                                           |
| <b>30 April 2026</b>   | Submission of final draft Plan to the Management Group                                                                  |
| <b>20 May 2026</b>     | CPA Management Group approval of the Plan                                                                               |
| <b>21 May 2026</b>     | Submission of final plan to the Board draft agenda deadline                                                             |
| <b>25 May 2026</b>     | Submission of final plan to CPA Board                                                                                   |
| <b>11 June 2026</b>    | Final Local Outcome Improvement Plan 2026–36 considered by Board for approval.                                          |

### Recommendations for Action

It is recommended that the CPA Management Group:

- i) partners are asked to review their contribution to leading, supporting and resourcing delivery of the system changes as detailed at Appendix 1 in advance of the Management Group meeting and advise where they can further support.

### Opportunities and Risks

Opportunities:

Broadening Leadership and Support: The uneven spread of leadership and support to deliver the system changes highlights an opportunity to broaden leadership and support from partners. This can ensure the deliverability of the system changes proposed

Risks:

Uneven Leadership Distribution: The uneven distribution of leadership and responsibility for system changes among partners could pose risks for the deliverability of the system changes. Resource Gaps, the categorisation of system changes in terms of resourcing shows that not all system changes are fully resourced. Specifically, 12 system changes are met, 24 are partially resourced. This indicates potential gaps in resources that need to be addressed to ensure successful implementation.

### Consultation

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

- Chairs and Lead Contacts of Outcome Improvement Groups
- Michelle Crombie, Strategic Lead – Prevention and Community Empowerment

- Martin Murchie, Chief Officer - Data Insights HDRCA

### Background Papers

- [Report on Review of Community Planning Aberdeen's Approach to Improving Outcomes](#)
- [Annual Outcome Improvement Report 2024-25](#)
- [Population Needs Assessment 2025](#)
- [Public Engagement 2025](#) and The [Aberdeen 2036: Towards a Fairer Future Conference report](#)

### Appendices

1. [Appendix 1 - Partner contribution/resourcing of System changes](#)

### Contact Details:

Allison Swanson  
Community Planning and Improvement Manager  
Aberdeen City Council  
[aswanson@aberdeencity.gov.uk](mailto:aswanson@aberdeencity.gov.uk)

### Children, Young People & Lifelong Learning

Graeme Simpson  
Chair of Children's Services Board  
Aberdeen City Council  
[gsimpson@aberdeencity.gov.uk](mailto:gsimpson@aberdeencity.gov.uk)

### Economic Stability

Duncan Abernethy  
Chair of Aberdeen Prospers  
North East Scotland College  
[dabernethy@nescol.ac.uk](mailto:dabernethy@nescol.ac.uk)

### Communities and Housing

Michelle Crombie  
Chair of Anti-Poverty & Community  
Empowerment Group  
Aberdeen City Council  
[mcrombie@aberdeencity.gov.uk](mailto:mcrombie@aberdeencity.gov.uk)

Anu Kasim  
Lead Contact for Homewards Aberdeen  
Coalition  
Royal Foundation  
[anu.kasim@royalfoundation.com](mailto:anu.kasim@royalfoundation.com)

### Neighbourhood and Environment

Jillian Evans  
Chair of Sustainable City Group  
NHS Grampian, [jillian.evans3@nhs.scot](mailto:jillian.evans3@nhs.scot)

### Health and Social Care

Alison Macleod  
Chair of Resilient, Included and Supported Group  
Aberdeen City Health and Social Care Partnership, [AliMacleod@aberdeencity.gov.uk](mailto:AliMacleod@aberdeencity.gov.uk)

## Local Outcome Improvement Plan 2026-36 - Summary of Leadership, Support and Funding Sources by Partners Across System Changes

The table below shows the specific system changes being led and supported by partners along with the resourcing status of each. Ragging for the status is as follows:

**Green:** funding is part of a core budget, or funding identified.

**Amber:** funding sources that can be applied for identified, applications submitted, or sufficient resource to design and test the change (further funding needs to be identified to spread and scale),

**Red:** no funding source identified

| SDoH                                   | SC No. | System Change                                                                                                                                                                                                                                                             | Resource Confirmed (Yes/No/Partially)             | Resource funding stream (confirmed/potential)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Partner Leading | Partners Supporting/Staffing committed                                                                                                                                  |
|----------------------------------------|--------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Children, Families & Lifelong Learning | 1.1    | Provide vulnerable families a named worker and helping them access whole family support.                                                                                                                                                                                  | Yes                                               | £ Whole Family Wellbeing Fund                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | ACHSCP          | ACC/NHS/ACHSCP/Third Sector                                                                                                                                             |
| Children, Families & Lifelong Learning | 1.2    | Co-creation with children and young people a city centre (and communities) safe spaces providing youth activities, communal spaces and access to supportive professionals as a contextual safeguarding response to Child Criminal Exploitation and risk of substance use. | Partially, funding applications/decisions pending | <ul style="list-style-type: none"> <li>£ Police intelligence portal (confirmed)</li> <li>£ Bid in for Cashback for Communities Funding (pending outcome)</li> <li>Realignment of current activity</li> <li>Initial location provided by ACC for pilot and aim is to secure funding to furnish this and run the first pilot</li> </ul> <p>£ Pre-existing and available spaces to be considered, and highlighted to young people. As existing spaces being explored initially, cost expected to be delivered across partners existing funding. Other funding streams to be explored.</p> | Police          | Aberdeen City Council – CLD, Education; Police Scotland; Aberdeen ADP; AVCO; SAMH; StreetSports; Includem; NHS Grampian; Scottish Fire and Rescue Service – Further TBC |



|                                        |     |                                                                                                                                         |                         |                                                                                                                                                                                                                                                 |                       |                                                                                                                                                                                                                                                                                                                                                                                                                   |
|----------------------------------------|-----|-----------------------------------------------------------------------------------------------------------------------------------------|-------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Children, Families & Lifelong Learning | 1.3 | Develop a programme to support 12-18 year olds boys to become positive citizens.                                                        | Partially               | Phase 1 £ ACC (existing resources). Review and bring and strengthen the PSE curriculum offer across the schools. Phase 2: Resourcing of interventions to be considered through a community lens utilising existing staff working in this space. | Aberdeen City Council | ACC/Third sector/Sport Aberdeen Youth workers are currently contracted until March 2026 and this is hoped to be extended.                                                                                                                                                                                                                                                                                         |
| Children, Families & Lifelong Learning | 1.4 | Create bespoke support programmes for young people who are more likely to disengage from school and not achieve a positive destination. | Partially, for one area | £ to ACC from Scottish Government to support Additional Support Needs in Northfield. (confirmed)                                                                                                                                                | Aberdeen City Council | Following partners have committed the following resource to test the model: WorkingRite, Aberdeen Foyer, Barnardo's Works, Denis Law Legacy Trust, Enable Works, Station House Media Unit, and Sport Aberdeen, Skills Development Scotland, DYW North East, and North East Scotland College.<br><br>The model will have 1FTE teacher and 3 FTE PSA staffing                                                       |
| Children, Families & Lifelong Learning | 1.5 | Sustained work experience opportunities as part of the curriculum offer                                                                 | Yes                     | £ ACC (confirmed)                                                                                                                                                                                                                               | Aberdeen City Council | Following partners have committed to providing sustained work experience opportunities to ensure/support a variety of opportunities that meet the young person's interests. Bon Accord Care, Skills Development Scotland, DYW North East to provide links to local businesses<br><br>The funding will cover the cost of purchasing a system to manage work experience and a post to co-ordinate the opportunities |
| Children, Families & Lifelong Learning | 1.6 | Establish a Neurodivergent pathway to provide multi agency support to families awaiting a neurodevelopmental diagnosis.                 | Partially (2 years)     | £ from Scottish Government to NHSG (confirmed 2 years)<br><br>Mostly reconfiguration of existing pathways creating different models of working. £ for Pan-Grampian                                                                              | NHS Grampian          | ACC, Third sector<br><br>The funding will cover:<br>ND Programme Manager that will be funded for 2 years via NHSG; Family link worker/ family engagement as part of the Pan-Grampian offer, Health Visiting                                                                                                                                                                                                       |

|                    |     |                                                                                                                                                                                                         |                                                   |                                                                                                                                                                                          |                             |                                                                                                                                                                                                                                    |
|--------------------|-----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                    |     |                                                                                                                                                                                                         |                                                   | programme management and engagement for 2 years.                                                                                                                                         |                             | and School Nursing through universal and targeted pathways and contribution to multiagency discussion; AHP (SaLT) for specialist assessment and contribution to multiagency discussion, specialist services/ CCH/ CAMHS            |
| Economic Stability | 2.1 | Develop specific employment pipelines providing a variety of entry points into targeted skills demand sectors (health and social care, creative industries, energy, food, drink, tourism, digital tech) | Partially funding applications/ decisions pending | £ Investment Zone funding (pending business case approval)<br>£ National Lottery Heritage Fund (application approved)                                                                    | Skills Development Scotland | RGU<br>DWP<br>University of Aberdeen<br>NHS<br>ACC<br>Skills Development Scotland<br>NESA<br>NESCOL<br>Business Gateway                                                                                                            |
| Economic Stability | 2.2 | Develop an Aberdeen Social Enterprise Network to grow existing social enterprises and develop new enterprises where there are gaps or opportunities to support people gain employability skills         | Partially funding applications/ decisions pending | £ Social Enterprise Scotland have applied for to develop a network in Aberdeen (outcome pending)<br><br>Various grants for staffing support being explored (application to be submitted) | ACVO                        | Federation of Small Businesses<br>Community volunteers.<br>Business Gateway<br>Elevator<br>University Of Aberdeen, potential student research support<br>CEOs of existing Social Enterprises e.g. CFine, Instant Neighbour.<br>ACC |
| Economic Stability | 2.3 | Develop a partnership approach that attracts investment into Aberdeen's heritage environment including creating new, investable projects which improves access to heritage spaces and activities.       | Yes                                               | £ national Lottery heritage Fund (application to be submitted)                                                                                                                           | Aberdeen City Council       | Culture Aberdeen                                                                                                                                                                                                                   |

|                    |     |                                                                                                                              |                                                           |                                                                                                                                                                                                                                                                                                          |                          |                                                                                                                                                                                                                                                                  |
|--------------------|-----|------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Economic Stability | 2.4 | Establish a joined up community based “outreach” employability support model, providing support alongside other services.    | Partially (pilot) funding applications/ decisions pending | Funding for a small community based outreach pilot can be met subject to ongoing No One left Behind Funding. Funding for scalability and spread if the pilot is successful will be discussed through the LEP and subject to funding streams being available. Further funding streams are being explored. | Aberdeen City Council    | Skills Development Scotland<br>Local Employability Partnership (LEP)<br>NESTRANS<br>NHSG<br>Community<br>DYW                                                                                                                                                     |
| Economic Stability | 2.5 | Develop a community based hospitality training opportunity and linked employment                                             | Partially, funding applications/ decisions pending        | Grant funding is currently in the process of being applied for to kit-out the kitchen and café. Income from the café can then ensure that this is sustainable financial model going forward. £ No one Left behind to fund work experience placement (application pending)                                | Aberdeen City Council    | Skills Development Scotland<br>NESCOL<br>LEP<br>Department of Work and Pensions.                                                                                                                                                                                 |
| Economic Stability | 2.6 | Develop a localised employability accreditation recognising life skills and support people gain and move to new jobs.        | Partially (pilot)                                         | £ existing resources - RGU (to test pilot)                                                                                                                                                                                                                                                               | Robert Gordon University | Scottish Fire and Rescue Service, ACC, CLD, Skills Development Scotland, Department for Work and Pensions, University of Aberdeen (TBC), NESCOL, Federation of Small Businesses , LEP, ACC Employability and Skills team, Employability Training Providers Forum |
| Economic Stability | 2.7 | Create a fair work charter with anchor organisations and employers increasing fair work opportunities for vulnerable groups. | Partially (pilot)                                         | £ existing resources, Real Living Wage Action Group (to test pilot)                                                                                                                                                                                                                                      | Scottish Enterprise      | NHS Grampian<br>RLWA<br>Fair Work First<br>Anchor Work Plan<br>CWB Leads from anchor organisations and procurement partners<br>Mandatory requirements on                                                                                                         |

|                         |     |                                                                                                                                               |                                                    |                                                                                                                                                                                                                                                                                           |                       |                                                                                                                                                                  |
|-------------------------|-----|-----------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Communities and Housing | 3.1 | Food sharing and community meals using surplus food which would otherwise be wasted                                                           | Partially, funding applications/ decisions pending | ACC Fairer Aberdeen Fund (CFine, subject to Council Annual Budget process)                                                                                                                                                                                                                | CFine (Third Sector)  | CFine (Lead), Aberdeen City Council, Food Poverty Action Aberdeen, Fountain of Love Church                                                                       |
| Communities and Housing | 3.2 | Cash first plus approach along with standardised income maximisation advice and access to employability support                               | Partially, funding applications/ decisions pending | SG Child Poverty Accelerator Fund (Aberdeen City Council, application pending)<br>The Robertson Trust (ACVO, application pending)                                                                                                                                                         | ACVO                  | ACVO (Lead), Aberdeen City Council, CFine, NHS Grampian                                                                                                          |
| Communities and Housing | 3.3 | Community hub network to provide coordinated, consistent and accessible person centred services and support                                   | Partially, funding applications/ decisions pending | SG Fairer Futures Partnership Funding (Aberdeen City Council)<br>ACC Fairer Aberdeen Fund (SHMU, subject to Council Annual Budget process)<br>Robertson Trust (SHMU)                                                                                                                      | Aberdeen City Council | Aberdeen City Council (Lead), Aberdeen Cyrenians, ACHSCP, ACVO, NHS Grampian, Police Scotland, SHMU                                                              |
| Communities and Housing | 3.4 | Pooled anti-poverty and inequality budgets across sectors to optimise resources available to support improvement in communities.              | Yes                                                | Various anti-poverty and inequality budgets and funds exist across UK/SG, Partner and Private Sectors. Full budget/ fund mapping to be completed                                                                                                                                          | Aberdeen City Council | Aberdeen City Council (Lead), Aberdeen Cyrenians, Aberdeen Foyer, ACHSCP, ACVO, NHS Grampian, SHMU                                                               |
| Communities and Housing | 3.5 | People panels made up of people with a mix of lived experience and perspectives to inform decisions.                                          | Partially, funding applications/ decisions pending | Homewards Funding (GREC, application pending)<br>ACC Citizen's Assemblies Budget, (ACC, subject to Council Annual Budget process)<br>SG Child Poverty Accelerator Fund (NHSG, application pending)<br>ACC Fairer Aberdeen Fund (CFine and SHMU, subject to Council Annual Budget process) | GREC (Third Sector)   | GREC (Lead), Aberdeen City Council, Aberdeen Cyrenians, Aberdeen Foyer, ACHSCP, ACVO, CFine, NHS Grampian, NESCOL, Police Scotland, SHMU, University of Aberdeen |
| Communities and Housing | 3.6 | Community collaboratives to engage communities in the co-design and co-delivery of neighbourhood-level services, enhancing locality planning. | Partially, funding applications/ decisions pending | SG Fairer Futures Partnership Funding (Aberdeen City Council)<br>ACC Fairer Aberdeen Fund (SHMU, subject to Council Annual Budget process)<br>Robertson Trust (SHMU)                                                                                                                      | SHMU (Third Sector)   | SHMU (Lead), Aberdeen City Council, ACHSCP, ACVO, CFine, Fountain of Love Church, NHS Grampian, Police Scotland, SHMU, University of Aberdeen                    |

|                               |     |                                                                                                                                                 |                                                                             |                                                                                                                                                        |                                         |                                                     |
|-------------------------------|-----|-------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|-----------------------------------------------------|
| Communities and Housing       | 3.7 | Upstream Model, Life Skills & Youth Housing Pathways to access safe, affordable homes.                                                          | Yes                                                                         | Homewards fund<br>Up to two Shelter Housing Rights Workers offering up to 0.5 day per week for housing rights education delivery                       | Aberdeen Foyer + Shelter (Third Sector) |                                                     |
| Communities and Housing       | 3.8 | Wrap-around support service to reduce evictions and widen access to Registered Social Landlords (ATAP).                                         | Yes                                                                         | Scottish Government funding in place to deliver the requirements of the attached through to Mar'26 for ATAP and then Dec'26 for Ask & Act.             | Aberdeen Cyrenians (Third Sector)       |                                                     |
| Communities and Housing       | 3.9 | Supporting existing tenancies and widen access to the Private Rented Sector (PRS) as a sustainable housing option.                              | Yes                                                                         | Existing staff resource<br>Potential homewards funding if required                                                                                     | Citizens Advice Bureau (Third Sector)   | Aberdeen City Council<br><br>Citizens Advice Bureau |
| Communities and Housing       | 3.1 | Turning vacant and underused Properties Into Homes                                                                                              | Partially, no resource identified, but potential funding streams identified | £ Affordable Housing Supply programme (application to be scoped)                                                                                       | Aberdeen City Council                   | Aberdeen City Council                               |
| Neighbourhood and Environment | 4.1 | Creation of 'pocket parks' and land for growing food.                                                                                           | Partially, funding applications/decisions pending                           | Local Environmental Action Fund / NESCAN (subject to budget allocation)<br>Nature Restoration Fund / Edinburgh Process Fund (application to be scoped) | Aberdeen City Council                   | TBA                                                 |
| Neighbourhood and Environment | 4.2 | Create a network of green byways/wildlife corridors connecting green space for people and nature.                                               | Yes                                                                         | NESTRANS / RSPB<br>Bus-lane enforcement fund (ACC)                                                                                                     | NESTRANS + RSPB *(TBC)                  | Aberdeen City Council                               |
| Neighbourhood and Environment | 4.3 | Become a 'Nature City' through the organised efforts of our communities and fostering new/existing social movements for nature and environment. | Partially, funding applications/decisions pending                           | Nature Restoration Fund / Edinburgh Process Fund (application to be scoped)                                                                            | NHS Grampian + NESBiP (TBC)             | Aberdeen City Council                               |

|                               |     |                                                                                                                                                  |                                                                    |                                                                                                                                                                                                                                             |                                   |                                                                                                                                                                                                                                                    |
|-------------------------------|-----|--------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Neighbourhood and Environment | 4.4 | Co-develop community energy solutions with neighbourhoods (solar, heat, power).                                                                  | Partially, funding applications/decisions pending                  | Just Energy Transition programme (application to be scoped)<br>Deep geothermal heating projects funding (application to be scoped)<br>Potential seed funding from NESCAN<br>CARES fund via Local Energy Scotland (application to be scoped) | NESCAN (Third Sector)             | TBC                                                                                                                                                                                                                                                |
| Neighbourhood and Environment | 4.5 | Creation of circular neighbourhoods using incentives, rewards and recognition.                                                                   | Partially, funding applications/decisions pending                  | Existing ACC/NESCAN resource<br>Just Energy Transition programme (application to be scoped)<br>Potential seed funding from NESCAN<br>CARES fund via Local Energy Scotland (application to be scoped)                                        | NESCAN (Third Sector) + ACC (TBC) | TBC                                                                                                                                                                                                                                                |
| Health and Social care        | 5.1 | Increase healthier food choices through a city-wide reduction in the promotion and sale of high fat, sugar, and salt (HFSS) products.            | Partially, existing resource, but looking for further funding opps | Existing resources                                                                                                                                                                                                                          | ACHSCP                            | Healthy Weight Aberdeen (HWA) multi-disciplinary System Network Group delivering the (HWA) Action Plan. ACHSCP, NHSG and ACC( Education services, Strategic Place Planning team, Catering teams, Environmental Health), Sport Aberdeen and others. |
| Health and Social care        | 5.2 | All partner services and systems will adopt evidenced based, measurable standards to prevent harmful substance use.                              | Yes                                                                | Limited funding required, commitment of £50,000 budget from ADP                                                                                                                                                                             | ACHSCP                            | All CPP partners via their ADP representatives have committed to supporting DAPs: NHS Grampian; HSCP, NES Col, ACVO, Police Scotland, ACC                                                                                                          |
| Health and Social care        | 5.3 | Embed a whole system mental health policy, practice and environments model with an open referral system to improve access to support             | Yes                                                                | Existing resource/commissioned contracts                                                                                                                                                                                                    | ACHSCP                            | NHSG, Quarriers, and ACHSCP and Public Health, ACC                                                                                                                                                                                                 |
| Health and Social care        | 5.4 | Reduce gambling-related harm by establishing a Gambling Recovery Network ensuring timely access for individuals and families to receive support. | Partially funding received and further bid in                      | £ from Scottish Government for Local Suicide Prevention and Gambling work (1 year funding approved for scoping, engagement and research)                                                                                                    | ACHSCP                            | NHSG, Public health, Citizens Advice Bureau<br><br>Long term – Project Manager, Recovery Development Worker and Peer Support Volunteers and costs would be required                                                                                |

|                        |     |                                                                                                                                                                                                                                                                              |                                                                                          |                                                                                                                                                                                       |                                         |                                                                                                                                                                      |
|------------------------|-----|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                        |     |                                                                                                                                                                                                                                                                              |                                                                                          | £ from Scottish Government for Local Suicide Prevention and Gambling work (application for recurring funding submitted)                                                               |                                         |                                                                                                                                                                      |
| Health and Social care | 5.5 | Embed peer support as a core element of care for people living with long-term conditions. Enabling individuals to better manage their health, reduce isolation, and improve wellbeing through shared lived experience and community-led support                              | Partially existing resources to pilot, exploring external funding for specific pathways. | £ Existing resource (ACHSCP)                                                                                                                                                          | Penumbra (TBC) (Third Sector)           | Penumbra, Quarriers, and ACHSCP                                                                                                                                      |
| Health and Social care | 5.6 | Transform services to provide a GIRFE based model for people with multiple complex needs to access support and health, social care and community led activities locally, where they need it, by sharing premises and allocating a proportion of their budgets to prevention. | Yes                                                                                      | Existing resource. Using resources collaboratively and not efficiently towards prevention activity.                                                                                   | ACHSCP                                  | Sport Aberdeen, NHSG, Aberdeen City Council and where appropriate external providers.                                                                                |
| Health and Social care | 5.7 | Implement treatment and recovery diversion for substance related offences - treating it as a health and social issue, not a crime. The focus will be on care, rehabilitation, and recovery.                                                                                  | Yes                                                                                      | National Community to Rehab Funding<br><br>£ existing resource (ACHSCP) for development work                                                                                          | Alcohol and Drugs Action (Third Sector) | ACHSCP, NHSG, ACC, Police Scotland                                                                                                                                   |
| Health and Social care | 5.8 | Increase early identification of domestic abuse by embedding domestic abuse-informed practice, safe routine enquiry and implement initiatives, including programmes specific to perpetrators, that support change, challenge harmful                                         | Partially, existing resource, further funding TBC                                        | Equally Safe Fund (Funding currently in place until March 2026 and likely to be extended by Scottish Government for 1 year. Will be announced at SG Budget (13 <sup>th</sup> January) | Police (TBC) or NHSG (TBC)              | Aberdeen City Council<br>AHSCP<br>NHS Scotland<br>Police Scotland<br>Grampian Women's Aid<br>Aberdeen Cyrenians<br>Rape Crisis Grampian<br>Advocacy Service Aberdeen |



|  |  |                                            |  |  |  |                                                                                                                                                                                    |
|--|--|--------------------------------------------|--|--|--|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  |  | behaviours, and prevent domestic violence. |  |  |  | GREC<br>Victim Support Scotland<br>University of Aberdeen<br>Robert Gordon's College<br>Currently Equally Safe fund supports 1<br>Coordinator post, this is fixed term<br>funding. |
|--|--|--------------------------------------------|--|--|--|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

This page is intentionally left blank



|                         |                                                                                                                                                                                     |
|-------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Progress Report</b>  | Draft North, South and Central Locality Plans 2026-36                                                                                                                               |
| <b>Lead Officer</b>     | Michelle Crombie, Strategic Lead, Prevention and Community Empowerment                                                                                                              |
| <b>Report Author</b>    | Jade Leyden, Locality Planning and Community Development Manager, Aberdeen City Council<br>Iain Robertson, Transformation Manager, Aberdeen City Health and Social Care Partnership |
| <b>Date of Report</b>   | 16 December 2025                                                                                                                                                                    |
| <b>Governance Group</b> | Community Planning Aberdeen Board – 18 March 2026                                                                                                                                   |

| <b>Purpose of the Report</b>                                   |
|----------------------------------------------------------------|
| This report presents the revised draft Locality Plans 2026-36. |

| <b>Summary of Key Information</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>1 BACKGROUND</b></p> <p>1.1 The Community Empowerment (Scotland) Act 2015 states that in preparing and publishing the LOIP and Locality Plans, we must take into account the needs and circumstances of people residing in Aberdeen and consult as it considers appropriate.</p> <p>1.2 This report presents revised Locality Plans for 2026-36 which will replace the current Locality Plans 2021-26.</p> <p><b>2 REVISING THE LOCALITY PLANS</b></p> <p><b><u>Public Engagement</u></b></p> <p>2.1 Between 24<sup>th</sup> March to 18<sup>th</sup> May 2025 the Your Place, Your Plans, Your Future public engagement was held to support the evidence base for the development of the Locality Plans. The engagement included a combination of the following:</p> <ul style="list-style-type: none"> <li>• Online survey for adults</li> <li>• Online survey designed for children and young people</li> <li>• Six locality events, with specific activities designed by the Aberdeen Youth Movement and Aberdeen Ambassadors for children and young people</li> <li>• Outreach programme where, with the support of Third Sector partners, we went to 98 groups/schools/locations across Aberdeen.</li> </ul> <p>2.2 A total of 2087 people participated, a 344% increase since our Place Standard engagement in 2023.</p> |

### **Community Ideas Workshops**

- 2.3 Since our “Your Place, Your Plans, Your Future” consultation in March, Community Planning Aberdeen partners have been working together to host Community Idea Workshops across the city. These workshops are all about bringing people together to share ideas that can help improve local areas. We're focusing on actions we can take together — whether that's building skills and confidence, working in partnership, or finding extra funding. At the heart of this work is a commitment to trust, community ownership, and making sure everyone feels a strong sense of identity and belonging. By listening to lived experiences and using local data, we're supporting communities to shape the future in ways that matter most to them.

### **Emerging Priorities and Ideas for Improvement**

- 2.4 The Locality Planning Team prepared a Learning Journey for each for our Locality areas in November 2025 which outlined the emerging priorities and community ideas for improvement which was presented to the Board on 19 November 2025.
- 2.5 The Locality Planning Team hosted community engagement sessions in each of our three localities during November 2025 to ask community members to prioritise which ideas they wanted most to be included in the Locality Plans.
- 2.6 Following these events, the Locality Planning Team undertook a prioritisation exercise to assess which ideas would be taken forward into the new Locality Plans. Each idea was assessed using the criteria below:
1. Is the idea similar to another idea, and could be combined?
  2. Would the idea deliver one of the Locality Plan's priority outcomes?
  3. Would it be supported by the local community?
  4. Would it be supported by the Community Planning Partnership?
  5. Does the idea align with a broader system idea within the new 10 year LOIP?
  6. Does the Locality Planning Team have a lead partner from the Community Planning Partnership, the third sector, or our communities we could work with to deliver the idea?
  7. Is the community idea deliverable using existing resources?

### **The New Locality Plans**

- 2.7 The current Locality Plans are themed by Economy, People, Place and Communities. The new plans will structure around the Social Determinants of Health to align with the Local Outcome Improvement Plan and other local strategies.
- 2.8 Actions within the Locality Plans focus on both our Priority Neighborhoods and communities within the wider Locality. This aligns with Marmot principles on Proportionate Universalism and takes into account feedback from community members that the previous Locality Plan did not have specific actions for non-priority neighborhoods. Test areas were assigned based on community

feedback, a willingness from a community partner to work with us to deliver an action, or based on evidence from a data source such as our Population Needs Assessment.

2.9 The Locality Plans are short, concise, and use plain English. This reflects feedback we have received from community members.

2.10 Asset Walls have been included in all three Locality Plans to set out the assets community members have identified within their neighborhoods which make a positive contribution to the community's social determinants of health. The intention is for each Asset Wall to be uploaded onto the Communities page of the Community Planning website and be updated as more assets are identified. This will hopefully embed the concept of an asset based approach and continue to build momentum for greater community empowerment within our localities.

### 3 NEXT STEPS

3.1 Development of the three locality plans will run parallel with the development of the Local Outcome Improvement Plan 2026-36 as per the steps below.

|                      |                                                                                                                                                                                                                                              |
|----------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>January 2026</b>  | Further community engagement and consultation on draft Locality Plans 2026–36<br><br>Locality Empowerment Group and Priority Neighbourhood Partnership Meetings<br><br>Lunch and Learn Sessions with key partners, both in-person and online |
| <b>February 2026</b> | Public Consultation of Draft Locality Plans alongside draft LOIP 2026-36                                                                                                                                                                     |
| <b>May 2026</b>      | Approval of Locality Plans by Locality Empowerment Groups and Priority Neighbourhood Partnerships                                                                                                                                            |
| <b>June 2026</b>     | Final North, South and Central Locality Plans submitted for approval to Community Planning Board and Integration Joint Board                                                                                                                 |

### Recommendations for Action

It is recommended that the Board:

- i) Provide feedback on the draft Locality Plans;
- ii) Approve the draft Locality Plans for public consultation; and
- iii) Note the next steps for the development of the Locality Plans 2026–36.

## Opportunities and Risks

Stakeholder and community participation lies at the heart of locality planning, and applies in the development, design and delivery of plans as well as in their review, revision and reporting. Consultation is not enough – Community Planning Aberdeen and the integrated Locality Planning Team are committed to securing the participation of communities throughout. Following the public engagement held between 24th March to 18th May 2025, the Community Ideas Workshops, community visits, and three dedicated Locality events in November 2025 further informed development of the Locality Plans 2026-36 ensuring that communities are at the heart of the design and development of the respective locality plans.

The Locality Plans help direct resources to people and communities who need support the most across various outcomes. They support the Aberdeen City Local Outcome Improvement Plan and the Aberdeen City Health and Social Care Strategic Plan, along with other partner strategies. Most importantly, they facilitate stronger cooperation between community groups and public services, allowing for the pooling of resources, skills, and assets to achieve shared priority outcomes.

## Consultation

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

- Community Planning Team
- Integrated Locality Planning Team
- ACHSCP Senior Leadership Team
- ACHSCP Strategic Planning Group
- North, South and Central Locality Empowerment Group members
- Priority Neighbourhood Partnerships

## Background Papers

[Local Outcome Improvement Plan](#)  
[North Locality Plan 2021-26](#)  
[Central Locality Plan 2021-26](#)  
[South Locality Plan 2021-26](#)  
[Locality Plan Annual Reports 2024-25 for North, South and Central](#)  
[Population Needs Assessment 2025](#)  
[Public Engagement 2025](#)

Contact details:

|                      |                                                                              |                                                                                        |
|----------------------|------------------------------------------------------------------------------|----------------------------------------------------------------------------------------|
| <b>Name</b>          | Jade Leyden                                                                  | Iain Robertson                                                                         |
| <b>Title</b>         | Locality Planning and Community Development Manager                          | Transformation Programme Manager (Communities), ACHSCP                                 |
| <b>Email Address</b> | <a href="mailto:JLeyden@aberdeencity.gov.uk">JLeyden@aberdeencity.gov.uk</a> | <a href="mailto:la Robertson@aberdeencity.gov.uk">la Robertson@aberdeencity.gov.uk</a> |

[Appendix A – North Locality Plan](#)

[Appendix B – South Locality Plan](#)

[Appendix C – Central Locality Plan](#)





**Community  
Planning  
Aberdeen**

# North Locality Plan

2026-2036

## North Locality Neighbourhoods:

Dyce, Danestone, Oldmachar, Denmore, Balgownie & Donmouth, Bucksburn, Heathryfold, Middlefield, Kingswells, Northfield, Cummings Park, Sheddocksley, Mastrick, Summerhill





# Introduction

## Your 2026-2036 Locality Plan

### What is Locality Planning?

Locality Planning means working together with local communities to create plans that make life better for everyone. Community Planning Aberdeen believes these plans succeed when shaped and delivered with the people who live here.

### Why does it matter?

By law, Community Planning Aberdeen and the Aberdeen City Health & Social Care Partnership must create plans for Aberdeen's three localities: North, Central, and South. These plans show where we'll focus our efforts and resources. Times are challenging, so working together is the only way to achieve our goals. Success depends on the strengths of our partners, communities, local groups, businesses, and faith organisations.

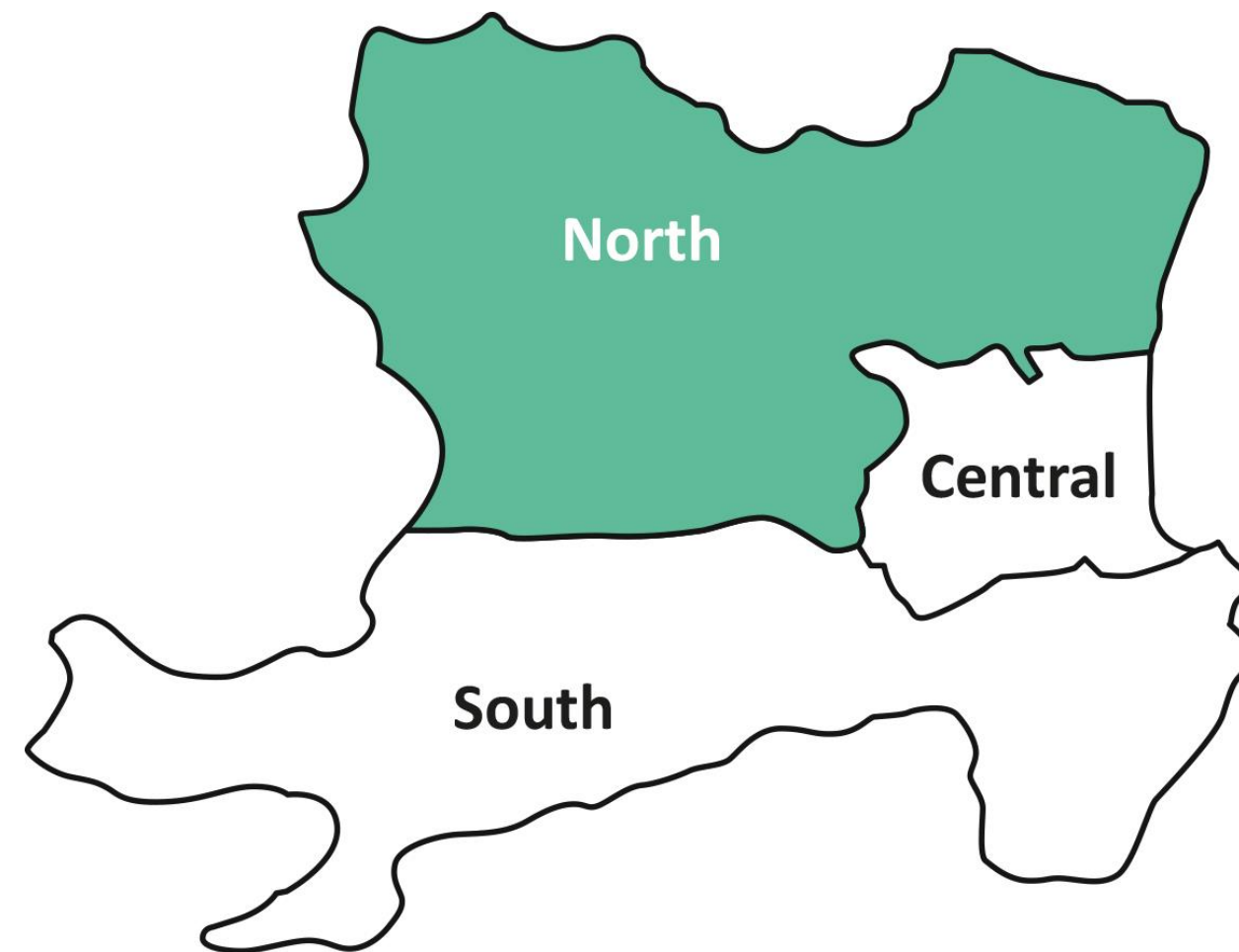
### What are Priority Neighbourhoods?

These are neighbourhoods that need additional support to benefit from the same opportunities to thrive and succeed as other neighbourhoods within Aberdeen. In North these are: Heathryfold, Middlefield, Northfield, Cummings Park and Mastrick

### What's the North Locality Plan?

Our plan sets out what we want to achieve over the next 10 years to reduce inequalities and improve life for everyone in the North Locality. It includes:

- Current Situation – facts, figures, and what communities told us matters most.
- Our Priorities – the changes we'll focus on.
- How We'll Deliver – working together with partners and communities.



# Our Journey

## Developing the North Locality Plan

### March - May 2025

We invited local people to share what they thought was good and what could be improved in their community.

Engagement activities included:

- An online survey for adults.
- An online survey designed for children and young people
- Six locality events with activities created by Aberdeen Youth Movement and Aberdeen Ambassadors for children and young people.
- An outreach programme where we visited 98 groups, schools, and locations across Aberdeen to facilitate participation.

We reached out through services, community and third sector groups, personal networks, and social media. Press releases and newsletter stories were issued to encourage involvement.

### October - November 2025

We hosted a final North Locality event at Northfield Community Centre with the local community to share findings and gain further insight.

### May-October 2025

We explored key areas for improvement identified across the North Locality.

Community members identified existing strengths and assets—such as people, places, and groups—and brainstormed practical ideas to make a difference.

Sessions encouraged collaboration and community-led solutions, supported and co-delivered by Community Planning partners.

Outreach sessions and a digital option were offered for those unable to attend full workshops.

All contributions were valued and recorded to help shape the North Locality Plan.

### November - June 2025-26

Draft Locality Plans developed and out to public consultation before approval.

**...Start working together on delivering our North Locality Plan!**

# North Community Asset Wall

|                 |                            |                             |                   |                         |                           |                             |                       |  |
|-----------------|----------------------------|-----------------------------|-------------------|-------------------------|---------------------------|-----------------------------|-----------------------|--|
|                 |                            |                             | Byron Square      | shmu                    | Volunteers                |                             |                       |  |
| Middlefield Hub |                            | Jacqui Innes                |                   | Community Buildings     | North PNP                 | The Cubby                   |                       |  |
|                 |                            | Byron Football Club         |                   | Northfield Pool and Gym |                           |                             | Centre Based Staff    |  |
|                 | Mugga                      | Dyce Knit & Natter          |                   | Cummings Park Centre    | Byron Boxing Club         | Northfield Community Centre |                       |  |
| Pathways        | Mastrick Community Council | Northfield Academy the Crew | Northfield Church | North LEG               | Mastrick Community Centre |                             | Food Banks            |  |
|                 | Safe Space                 |                             |                   | Skate Park              |                           | Andys Mans Club             |                       |  |
|                 |                            | Mastrick Library            |                   | Bridge of Don Mens Shed | The People                |                             | Dyce Community Centre |  |
|                 | Community Spirit           |                             | Youth Groups      |                         | Mastrick Pensioners Club  | Uniformed Organisations     |                       |  |
|                 |                            |                             |                   | Dyce Church             |                           |                             |                       |  |

# Our Priorities for the North Locality

Following consultation and engagement with our communities across the North Locality we have identified 6 priority outcomes and have aligned these to the Social Determinant of Health below:

| Economic Stability                                                                         | Health and Social Care                              | Children, Families and Lifelong Learning                              | Neighbourhood and Environment | Communities and Housing                                                                                   |
|--------------------------------------------------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------------------------|-------------------------------|-----------------------------------------------------------------------------------------------------------|
| Reduce the number of people living in Poverty<br><br>Support local employers to find staff | Improve the physical health and wellbeing of people | Widen low cost access to learning, creativity, and safe active living | Maximise use of outdoor space | Increase the number of people and groups involved in making improvements and decisions in their community |

Page 99

## What are the Social Determinants of Health?

Social determinants of health are the everyday things in our lives that affect how healthy we are. They are not about hospitals or medicine, but about the conditions we live in. People living in priority neighbourhoods may face more health-related challenges due to a range of social and economic factors. These communities often show great resilience, but can experience inequalities in access to healthcare, healthy environments, and other supports that influence wellbeing.

## Why It Matters

Understanding social determinants helps us see that health is about more than just doctors and medicine. To improve health for everyone, we need to:

- Make sure people have good jobs, homes, and education.
- Support communities and reduce poverty.

# Our Action Plan

## Economic Stability

- Priority 1: Reduce the number of people living in poverty
- Priority 2: Support local employers to find staff

What the data is telling us...

- **Energy Insecurity:** 10.3% of people in North Locality worried they would not be able to heat their home compared to 16% of people living in Priority Neighbourhoods
- **Unemployment:** As at July 2025, there were 1,260 unemployment claimants in the North Locality which is up 1% from July 2024
- **Food Insecurity:** 10.4% of people in North Locality worried they would not have enough food to eat, compared to 10.9% of people living in Priority Neighbourhoods
- **Children in low income households:** 2,011 children under 15 years of age from North Locality live in low income households

Page 100

| Our ideas about how we will achieve this together                                                   | Where we will test our ideas                                                                    | Community Partners we will work with (TBC) | Data that will tell us if we are improving                                                                                                                                                                 | Link to the Local Outcome Improvement Plan                                                                                                                                                           |
|-----------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|--------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Deliver skill building workshops and more work experience opportunities to strengthen employability | North Priority Neighbourhoods: Northfield, Mastrick, Cummings Park, Heathryfold and Middlefield |                                            | Number of individuals supported with employability within the community outreach model<br><br>No. of people (by locality) with the local accreditation<br><br>% of people with accreditation in employment | Sustained work experience opportunities as part of the curriculum offer<br><br>Develop a localised employability accreditation recognising life skills and support people gain and move to new jobs. |
| Increase intergenerational learning opportunities such as 'Try out the trades'                      | Middlefield                                                                                     |                                            | Number of young people attending 'try out the trades' sessions<br><br>Number of learning networks established                                                                                              | N/A                                                                                                                                                                                                  |
| Deliver a North Locality Jobs Fayre                                                                 | North Priority Neighbourhoods: Northfield, Mastrick, Cummings Park, Heathryfold and Middlefield |                                            | Number of people attending the Jobs Fayre<br><br>Number of individuals supported with employability within the community outreach model                                                                    | Community Outreach Programme for Employability                                                                                                                                                       |
| Roll out Cash First scheme to maximise income of                                                    | North Priority Neighbourhoods: Northfield, Mastrick, Cummings Park, Heathryfold and Middlefield |                                            | Number of households receiving direct cash support                                                                                                                                                         | Cash First/Income Maximisation                                                                                                                                                                       |



|                                                                                                                       |                                                                                                 |  |                                                                                                                                                                                                   |                                                                                                                                       |
|-----------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|--|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|
| people really struggling with cost of living                                                                          |                                                                                                 |  |                                                                                                                                                                                                   |                                                                                                                                       |
| Post current opportunities on job noticeboards in community venues across the wider Northfield priority neighbourhood | North Priority Neighbourhoods: Northfield, Mastrick, Cummings Park, Heathryfold and Middlefield |  | Number of job noticeboards across Northfield priority neighbourhood area which are kept up to date<br><br>Number of individuals supported with employability within the community outreach model. | Community Outreach Programme for Employability                                                                                        |
| Increase access to healthy, community grown food                                                                      | North Priority Neighbourhoods: Northfield, Mastrick, Cummings Park, Heathryfold and Middlefield |  | Number of people who report they have access to a variety of nutritious and healthy food<br><br>% of people at a healthy weight in North Locality                                                 | Increase healthier food choices through a city-wide reduction in the promotion and sale of high fat, sugar, and salt (HFSS) products. |



# Our Action Plan

## Health and Social Care

### Priority 3: Improve the physical health and wellbeing of people

#### What the data is telling us...

- **Drug related hospital stay rate** in North Locality is 147 people per 100,000 of the population, lower than the City average of 181 people per 100,000
- **Mental Health** 20.5% of people in North Locality are prescribed drugs for anxiety, depression or psychosis, this is higher than the Aberdeen City figure of 17.4%
- **Life Expectancy** in the North Locality for 2021-23 was on average 81 years for women and 77 years for men
- **Suicide** The rate of death from suicide in the North Locality is 12.6 people per 100,000 of the population, this is above the Aberdeen City average of 11.1 people per 100,000 of the population

Page 102

| Our ideas about how we will achieve this together                                                                   | Where we will test our ideas                                                                    | Community Partners we will work with (TBC) | Data that will tell us if we are improving                                                                                                                                                                | Link to the Local Outcome Improvement Plan |
|---------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|--------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|
| Establish a Northfield Health Matters Network to provide mobile health services for the wider Northfield area       | North Priority Neighbourhoods: Northfield, Mastrick, Cummings Park, Heathryfold and Middlefield |                                            | Number of partners actively engaged in Northfield Health Matters Network<br><br>Number of events delivered by the Network to reduce health inequalities across the Northfield Priority Neighbourhood area | N/A                                        |
| Recruit more volunteers to take people to GP appointments                                                           | North Priority Neighbourhoods: Northfield, Mastrick, Cummings Park, Heathryfold and Middlefield |                                            | Number of community volunteers recruited by neighbourhood                                                                                                                                                 | N/A                                        |
| More chair based sessions in communities catering for children and young people with disabilities and special needs | Bucksburn                                                                                       |                                            | Number of chair based sessions for children and young people with disabilities and special needs delivered by neighbourhood across North Locality                                                         | N/A                                        |



# Our Action Plan

## Children, Families and Lifelong Learning

### Priority 4: Widen low-cost access to learning, creativity, and safe active living

#### What the data is telling us...

- **Youth Volunteering:** 1622 young people from North Locality received a Saltire Award for volunteering
- **Counselling:** 100% of schools in North Locality offer counselling and Active School activities
- **Anti-Social Behaviour:** 3,303 Youth Anti-Social Behaviour calls were reported to the police (2024)
- **Crimes:** The most common crimes and offences in Aberdeen City were crimes of dishonesty (5,321 offences per 10,000 of the population), Road Traffic Offences (4,769 offences per 10,000 of the population), and non-sexual crimes of violence (3,412 offences per 10,000 of the population)
- **Road Safety:** In 2023, there were 109 reported road casualties in Aberdeen City of which, 4 were fatalities and 53 were serious injuries. The number of people injured in road traffic accidents has increased in each of the last two years (up from 64 in 2021 which is a 70% increase)

| Our ideas about how we will achieve this together                                                                                                                 | Where we will test our ideas                                                                    | Community Partners we will work with (TBC) | Data that will tell us if we are improving                                                                   | Link to the Local Outcome Improvement Plan                                                                                            |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|--------------------------------------------|--------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|
| Create more opportunities for Additional Support Need family members to participate and learn to become independent                                               | Bucksburn                                                                                       |                                            | Number of sessions delivered in North Locality to support ASN family members' participation and independence | N/A                                                                                                                                   |
| Greater promotion of healthy eating in primary schools to help pupils identify, taste, and learn how to make different things with different fruit and vegetables | Dyce                                                                                            |                                            | % of P7 pupils at a healthy weight<br><br>% of P7 pupils with no obvious signs of tooth decay                | Increase healthier food choices through a city-wide reduction in the promotion and sale of high fat, sugar, and salt (HFSS) products. |
| Designate space for graffiti and free art walls for murals                                                                                                        | North Priority Neighbourhoods: Northfield, Mastrick, Cummings Park, Heathryfold and Middlefield |                                            | Number of spaces in North Locality made available for graffiti or murals                                     | Develop a programme to support 12-18 year olds boys to become positive citizens.                                                      |
| Reintroduce proficiency tests for cyclists to                                                                                                                     | Oldmachar, Middlefield                                                                          |                                            | Number of North Locality children who've                                                                     | City for Nature movement with local living and                                                                                        |

|                                          |  |  |                                 |                   |
|------------------------------------------|--|--|---------------------------------|-------------------|
| encourage safe cycling from an early age |  |  | passed cycling proficiency test | learning networks |
|------------------------------------------|--|--|---------------------------------|-------------------|

|                                                                                                          |                                                                                                 |  |                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                          |
|----------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|--|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Intergenerational group on accessing musical instruments and tuition for wellbeing and lifelong learning | North Priority Neighbourhoods: Northfield, Mastrick, Cummings Park, Heathryfold and Middlefield |  | <p>Number of young people attending the music group</p> <p>% of 12-18 year old boys reporting sense of belonging or connection to peers</p> <p>% of young people engaged in the safe space report a ‘strong’ relationship with trusted professionals</p>                                                | <p>Develop a programme to support 12-18 year olds boys to become positive citizens</p> <p>Co-creation with children and young people a city centre (and communities) safe spaces providing youth activities, communal spaces and access to supportive professionals</p>  |
| Organise community events and groups to support men and teenage boy's mental health and wellbeing        | Balgownie and Donmouth, Kingswells                                                              |  | <p>Number of events and groups set up to support men and teenage boys' mental health and wellbeing</p> <p>% of 12-18 year old boys reporting sense of belonging or connection to peers</p> <p>% of young people engaged in the safe space report a ‘strong’ relationship with trusted professionals</p> | <p>Develop a programme to support 12-18 year olds boys to become positive citizens.</p> <p>Co-creation with children and young people a city centre (and communities) safe spaces providing youth activities, communal spaces and access to supportive professionals</p> |
| Create a platform to celebrate young people's skills and achievements                                    | Danestone                                                                                       |  | Number events set up by community partners to showcase young people's skills and achievements                                                                                                                                                                                                           | N/A                                                                                                                                                                                                                                                                      |
| Provide information to help parents and carers swap school uniforms to save money                        | Summerhill, Sheddocksley                                                                        |  | Number of Associated School Groups which provide information to parents/carers on how to swap their children's school uniforms cost effectively                                                                                                                                                         | N/A                                                                                                                                                                                                                                                                      |
| Increase opportunities for relaxed youth work which is not provided by uniformed services                | Dyce                                                                                            |  | <p>Number of young people (by locality) using the safe spaces</p> <p>% of young people engaged in the safe space report a ‘strong’ relationship with trusted professionals</p>                                                                                                                          | Co-creation with children and young people a city centre (and communities) safe spaces providing youth activities, communal spaces and access to supportive professionals                                                                                                |

# Our Action Plan

## Neighbourhood and Environment

### Priority 5: Maximise use of outdoor space

#### What the data is telling us...

- **Severe Weather** 51.8% of people in North Locality were worried about severe weather on their homes and local community. This compares to 60% of people who live in priority neighbourhoods
- **Greenspace Satisfaction** 65% of North Locality respondents to the city voice survey reported being satisfied with the overall quality of greenspace/open space compared to 45% of people living in North Priority Neighbourhoods
- **Active Travel** 4.4% of people in the North Locality cycled compared to the citywide average of 9.5%

Page 105

| Our ideas about how we will achieve this together                                     | Where we will test our ideas | Community Partners we will work with (TBC) | Data that will tell us if we are improving                                                 | Link to the Local Outcome Improvement Plan                       |
|---------------------------------------------------------------------------------------|------------------------------|--------------------------------------------|--------------------------------------------------------------------------------------------|------------------------------------------------------------------|
| Support communities to improve local areas through litter picks and clean ups         | Danestone                    |                                            | % of neighbourhoods with community groups supporting nature & environment                  | City for Nature movement with local living and learning networks |
| Improve access to play parks, equipment, and greenspaces for people with disabilities | Denmore                      |                                            | % of people who agree that lack of accessible greenspaces is a barrier to accessing nature | City for Nature movement with local living and learning networks |
| Create more art for our greenspaces                                                   | Dyce                         |                                            | Number of new art pieces added to parks and greenspaces across North Locality              | N/A                                                              |

# Our Action Plan

## Neighbourhood and Environment

### Priority 6: Increase the number of people and groups involved in making improvements and decisions in their community

#### What the data is telling us...

- **Community Information:** Just over half (51%) of City Voice respondents from North Locality agreed they would know where to find information about what is happening in their community
- **Identity and Belonging:** North Locality’s sense of identity and belonging scored 3.8 out of 7 during the Place Standard community engagement exercise (2025)
- **Community Cohesion:** 39.4% of City Voice respondents in North Locality agreed they felt part of the community they live in

| Our ideas about how we will achieve this together                                                                                                                      | Where we will test our ideas                                                                    | Community Partners we will work with (TBC) | Data that will tell us if we are improving                                                                                              | Link to the Local Outcome Improvement Plan                                                                   |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|--------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------|
| Provide more outdoor recreational equipment such as outdoor gyms                                                                                                       | North Priority Neighbourhoods: Northfield, Mastrick, Cummings Park, Heathryfold and Middlefield |                                            | Number of places in North Locality with outdoor recreational equipment<br><br>% increase in walking and cycling                         | Creation of ‘pocket parks’                                                                                   |
| Support communities to hold more community galas and neighbourhood picnics                                                                                             | North Priority Neighbourhoods: Northfield, Mastrick, Cummings Park, Heathryfold and Middlefield |                                            | Number of community galas and picnics held by community partners across North Locality<br><br>% increase in local volunteering          | N/A                                                                                                          |
| Set up local Tool Shed Libraries                                                                                                                                       | North Priority Neighbourhoods: Northfield, Mastrick, Cummings Park, Heathryfold and Middlefield |                                            | Number of tool shed/gardening libraries set up                                                                                          | N/A                                                                                                          |
| Base as many key services all under one roof i.e. post office, pharmacy, community centre - close to schools and housing. Increase wraparound support for local people | Across North Locality – locations of Community Assistance Hubs                                  |                                            | Number of community assistance hubs set up across North Locality<br><br>Number of people receiving support at community assistance hubs | Community hub network to provide coordinated, consistent and accessible person centred services and support. |
| Support communities to set up neighbourhood watches                                                                                                                    | Across North Locality                                                                           |                                            | Number of active neighbourhood watch schemes across North Locality                                                                      | N/A                                                                                                          |

|                                                                                                                  |                                                                                                 |  |                                                                                                                                                                                                                        |                                                                                                     |
|------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|--|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|
| Support funding applications and encourage cross neighbourhood funding applications from community groups        | Across North Locality                                                                           |  | Number of successful applications to Fairer Aberdeen Fund from community groups across North Locality<br><br>Number of successful applications for Participatory Budgeting from community groups across North Locality | N/A                                                                                                 |
| Set up forums to facilitate community conversations between New Scots, asylum seekers, refugees and local people | North Priority Neighbourhoods: Northfield, Mastrick, Cummings Park, Heathryfold and Middlefield |  | Number of community conversation forums held<br><br>Number of people with diverse lived experience engaged                                                                                                             | People panels made up of people with a mix of lived experience and perspectives to inform decisions |



# Get Involved!

The North Locality Empowerment Group and the North Priority Neighbourhood Partnership are two ways we connect with our local communities in the North Locality. As a member of a Locality Empowerment Group or the North Priority Neighbourhood Partnership you will be able to provide a voice on behalf of the people and communities across your neighbourhood.

## What's in it for you?

Our existing community representatives had this to say about what they get from participating:

|                                                |                                                   |                                                                 |                                                                        |
|------------------------------------------------|---------------------------------------------------|-----------------------------------------------------------------|------------------------------------------------------------------------|
| Staying mentally and physically active         | Learning new skills and gaining self confidence   | Receiving support from staff                                    | Building a stronger sense of community and improving the neighbourhood |
| Making new connections with like-minded people | Participating in social events and local projects | Strengthening local knowledge and sharing important information | Increasing trust in communities                                        |

Interested in finding out more? Our Locality Planning Team are happy to help! contact us on:

[Localityplanning@aberdeencity.gov.uk](mailto:Localityplanning@aberdeencity.gov.uk)

## Your North Locality Planning Team

We understand the importance of working with communities to build a thriving environment for everyone. By engaging with local communities through our dedicated Locality Planning team, we aim to become more receptive, supportive and action oriented. Community input is extremely valuable to this work. The Locality Planning Team includes staff from Aberdeen City Council and the Aberdeen City Health and Social Care partnership working together to support improved outcome across all our localities and neighbourhoods. In the North Locality your locality planning contacts are Cath and Kev.

### Cath McLeish

Health Improvement Officer  
Aberdeen Health and Social Care Partnership

### Kev Donald

Community Development Officer  
Aberdeen City Council



# Stay Updated!



## Join the Journey!

There are a number of ways to stay updated on what is going on in your neighbourhood. You can find out more about more on our Community Planning Aberdeen [website](#) here you will find:

- How we report back on our progress
- How to get involved in your next local community meeting
- Minutes of previous meetings
- Annual Reports
- Information and support around getting involved and making a difference to your local community

You can find out what's on your local area by visiting the ACVO [Events Calendar](#) or on Facebook by clicking [here](#)!



## Supporting Information

**Not every idea could be included, and here's why:**

- Some improvements are already happening—we'll let services know if people weren't aware.
- Ideas outside locality planning's remit were shared with the right teams, like citywide plans or education services.
- Others couldn't progress yet due to limits on budget, time or resources, or they would impact on other plans for the City

**Every idea matters** - Even if something couldn't be included this time, your input helps shape priorities and conversations for the future.

**Local Place Plans – these are different to locality plans!**

[Local Place Plans](#) give communities a say in shaping where they live, work, and play. Introduced by planning legislation, they let communities create their own plans to influence the next Local Development Plan. These plans set out local ideas and aspirations for how *land* is used and developed—and they're created by the community, for the community.

It's important to us that everyone's voice is heard—including our young people. Through the **Aberdeen Youth Movement**, their ideas are not only reflected in the locality plan, but they're also helping to drive real change across our city. Want to find out more? Check out their [Linktree](#)!



This page is intentionally left blank





**Community  
Planning  
Aberdeen**

# South Locality Plan

2026-2036

## South Locality Neighbourhoods:

Culter, Cults, Bieldside, Milltimber & Countesswells, Hazlehead, Braeside, Mannofield, Broomhill, Seafield; Garthdee, Ferryhill, Torry, Cove, Kincorth, Leggart and Nigg





# Introduction

## Your 2026-2036 Locality Plan

### What is Locality Planning?

Locality Planning means working together with local communities to create plans that make life better for everyone. Community Planning Aberdeen believes these plans succeed when shaped and delivered with the people who live here.

### Why does it matter?

By law, Community Planning Aberdeen and the Health & Social Care Partnership must create plans for Aberdeen's three localities: North, Central, and South. These plans show where we'll focus our efforts and resources. Times are challenging, so working together is the only way to achieve our goals. Success depends on the strengths of our partners, communities, local groups, businesses, and faith organisations.

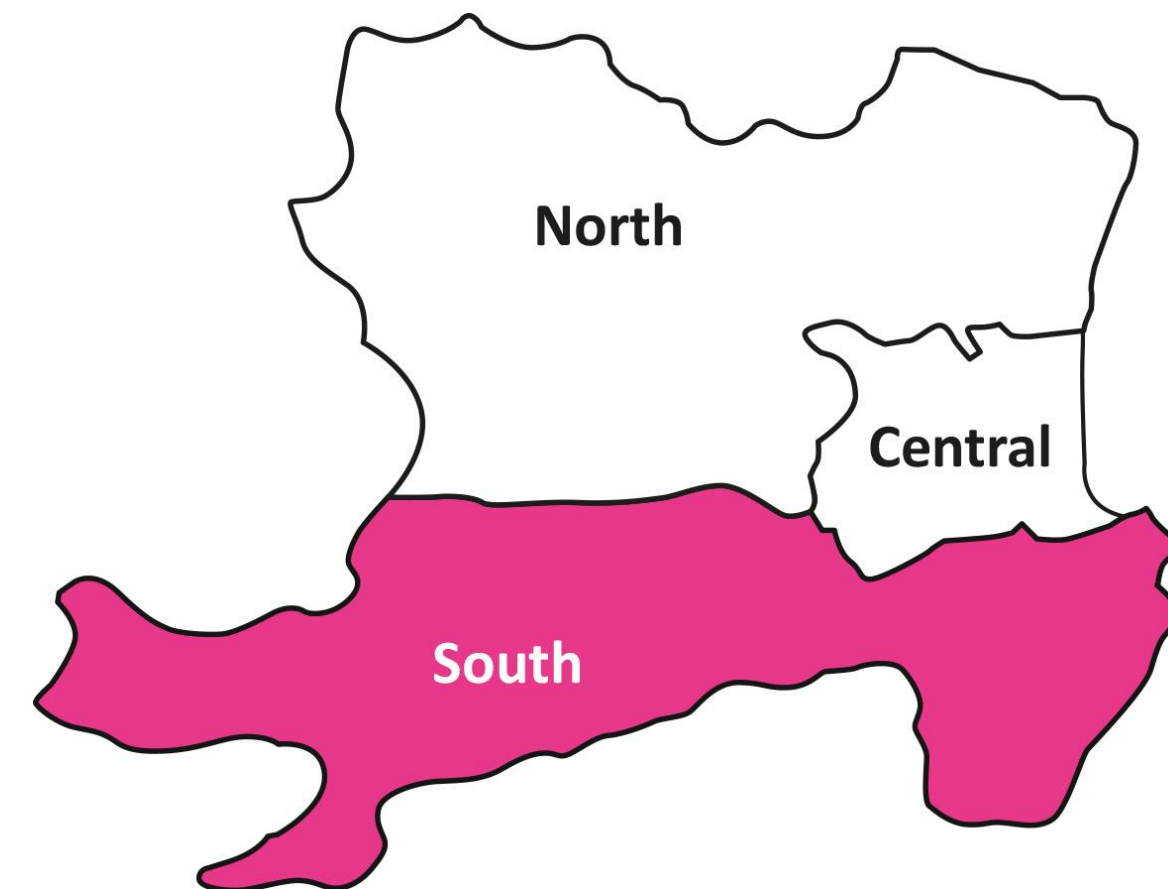
### What are Priority Neighbourhoods?

These are neighbourhoods that need additional support to benefit from the same opportunities to thrive and succeed as other neighbourhoods within Aberdeen. In South these are: Torry and Kincorth

### What's the South Locality Plan?

Our plan sets out what we want to achieve over the next 10 years to reduce inequalities and improve life for everyone in the South Locality. It includes:

- Current Situation – facts, figures, and what communities told us matters most
- Our Priorities – the changes we'll focus on and where
- How We'll Deliver – working together with partners and communities



# Our Journey

## Developing the South Locality Plan

### March - May 2025

We invited local people to share what they thought was good and what could be improved in their community.

Engagement activities included:

- An online survey for adults.
- An online survey designed for children and young people
- Six locality events with activities created by Aberdeen Youth Movement and Aberdeen Ambassadors for children and young people.
- An outreach programme where we visited 98 groups, schools, and locations across Aberdeen to facilitate participation.

We reached out through services, community and third sector groups, personal networks, and social media. Press releases and newsletter stories were issued to encourage involvement.

### October - November 2025

We hosted a final South Locality event at Greyhope Community Hub, with the local community to share findings and gain further insight.

### May-October 2025

We explored key areas for improvement identified across the South Locality.

Community members identified existing strengths and assets—such as people, places, and groups—and brainstormed practical ideas to make a difference.

Sessions encouraged collaboration and community-led solutions, supported and co-delivered by Community Planning partners.

Outreach sessions and a digital option were offered for those unable to attend full workshops.

All contributions were valued and recorded to help shape the South Locality Plan.

### November - June 2025-26

Draft Locality Plans developed and out to public consultation before approval.

...Start working together on delivering our South Locality Plan!

# Our Priorities for the South Locality

Following consultation and engagement with our communities across the South Locality we have identified 6 priority outcomes and have aligned these to the Social Determinant of Health:

| Economic Stability                                                                        | Health and Social Care                                                              | Children, Families and Lifelong Learning                     | Neighbourhood and Environment                                          | Communities and Housing                                                                                   |
|-------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|--------------------------------------------------------------|------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|
| Reduce the number of people living in Poverty<br><br>Improve and create job opportunities | Focus on early intervention, prevention, and physical and mental wellbeing outcomes | Support children and young people to achieve their potential | Identify and maximise the use of greenspace and community food growing | Increase the number of people and groups involved in making improvements and decisions in their community |

## What are the Social Determinants of Health?

Social determinants of health are the everyday things in our lives that affect how healthy we are. They are not about hospitals or medicine, but about the conditions we live in. People living in priority neighbourhoods may face more health-related challenges due to a range of social and economic factors. These communities often show great resilience, but can experience inequalities in access to healthcare, healthy environments, and other supports that influence wellbeing.

## Why It Matters

Understanding social determinants helps us see that health is about more than just doctors and medicine. To improve health for everyone, we need to:

- Make sure people have good jobs, homes, and education.
- Support communities and reduce poverty.

South Community Asset Wall

PNP

Kincorth  
Community Centre

Torry Community  
Garden

Kincorth  
Community Centre

Greyhope  
Bay

Libraries

Fishing  
Industry

Cults  
Community  
Centre

Torry Battery

HALLA

The People

Balnagask  
Community Centre

shmu

In your Power  
(CIC)

Nigg Bay

Cults Community  
Council

Swimming Pool

St. Fitticks  
Park

Torry sea,  
landscape and  
parks

Neale Cooper  
Cruyff Court

Deeside  
Rotary Club

Old Torry  
Community  
Centre

Torry  
Heritage

Bridge  
Centre

Volunteers

Community  
Spirit

Greyhope  
Community Hub

Mens Groups

Deeside Way

Torry  
Dancers

Big Noise

Skate Parks

# Our Action Plan

## Economic Stability

Priority 1: Reduce the number of people living in poverty

Priority 2: Improve and create job opportunities

What the data is telling us...

- **Energy Insecurity:** 10.3% of people in South Locality worried they would not be able to heat their home compared to 16% of people living in Priority Neighbourhoods
- **Unemployment:** As at July 2025, there were 1260 unemployment claimants in South Locality which is up 5% from July 2024
- **Food Insecurity:** 10.4% of people in South Locality worried they would not have enough food to eat, compared to 10.6% of people living in Priority Neighbourhoods
- **Children in low income households:** 1506 children under 15 years of age from South Locality live in low income households

| Our ideas about how we will achieve this together                                                                              | Where we will test our ideas | Community Partners we will work with (TBC) | Data that will tell us if we are improving                                                                                                   | Link to the Local Outcome Improvement Plan                                          |
|--------------------------------------------------------------------------------------------------------------------------------|------------------------------|--------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
| Improve access to food to create meals                                                                                         | Torry and Kincorth           |                                            | Number of community meals served<br><br>Increase in number of people who report they have access to a variety of nutritious and healthy food | Food sharing and community meals using surplus food which would otherwise be wasted |
| Hold an accessible job fayre in South Locality                                                                                 | Garthdee                     |                                            | Number of people attending the Jobs Fayre<br><br>Number of individuals supported with employability within the community outreach model      | Community Outreach Programme for Employability                                      |
| Support the roll out of Cash First scheme to maximise income of people really struggling with cost of living in South Locality | Torry and Kincorth           |                                            | Number of households receiving direct cash support                                                                                           | Cash First/Income Maximisation                                                      |



# Our Action Plan

## Health and Social Care

Priority 3: Focus on early intervention, prevention, and physical and mental wellbeing outcomes

What the data is telling us...

- **Drug related hospital stay rate** in South Locality is 116 people per 100,000 of the population, lower than the City average of 181 people per 100,000
- **Mental Health** 16.9% of people in South Locality are prescribed drugs for anxiety, depression or psychosis, this is lower than the Aberdeen City figure of 17.4%
- **Life Expectancy** in South Locality for 2021-23 was on average 82 years for women, and 79 years for men
- **Suicide** The rate of death from suicide in South Locality is 10.4 people per 100,000 of the population, this is below the Aberdeen City average of 11.1 people per 100,000 of the population

Page 117

| Our ideas about how we will achieve this together            | Where we will test our ideas            | Community Partners we will work with (TBC) | Data that will tell us if we are improving                                      | Link to the Local Outcome Improvement Plan |
|--------------------------------------------------------------|-----------------------------------------|--------------------------------------------|---------------------------------------------------------------------------------|--------------------------------------------|
|                                                              |                                         |                                            |                                                                                 |                                            |
| Increase drug alert messages on roadway signs and billboards | Cove, Garthdee, Leggart and Nigg, Torry |                                            | Number of drug alert messages on roadway signs and billboards in South Locality | N/A                                        |
| Support the development of a Torry Men's Shed                | Torry                                   |                                            | Number of men attending the Torry Men's Shed                                    | N/A                                        |

# Our Action Plan

## Children, Families and Lifelong Learning

### Priority 4 : Support children and young people to achieve their potential

#### What the data is telling us...

- **Youth Volunteering:** 1123 young people from South Locality received a Saltire Award for volunteering
- **Counselling:** 100% of schools in South Locality offer counselling and Active School activities
- **Anti-Social Behaviour:** 3,303 Youth Anti-Social Behaviour calls were reported to the police (2024)
- **Crimes:** The most common crimes and offences in Aberdeen City were crimes of dishonesty (5,321 offences per 10,000 of the population), Road Traffic Offences (4,769 offences per 10,000 of the population), and non-sexual crimes of violence (3,412 offences per 10,000 of the population)
- **Road Safety:** In 2023, there were 109 reported road casualties in Aberdeen City of which, 4 were fatalities and 53 were serious injuries. The number of people injured in road traffic accidents has increased in each of the last two years (up from 64 in 2021 which is a 70% increase)

Page 118

| Our ideas about how we will achieve this together                                                                     | Where we will test our ideas | Community Partners we will work with (TBC) | Data that will tell us if we are improving                                                                                                                | Link to the Local Outcome Improvement Plan                                                                                                                                                                                                                        |
|-----------------------------------------------------------------------------------------------------------------------|------------------------------|--------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Explore funding and opportunities for local youth led activities such as street work, music projects and a youth cafe | Kincorth                     |                                            | Value of successful external funding applications to support youth projects in Kincorth<br><br>Number of youth led activities active in Kincorth          | Develop a programme to support 12-18 year olds boys to become positive citizens.<br><br>Co-creation with children and young people a city centre (and communities) safe spaces providing youth activities, communal spaces and access to supportive professionals |
| More free/low cost groups for people with young families                                                              | Torry, Kincorth, Cove        |                                            | Number of new free/low cost community groups set up by community partners                                                                                 | N/A                                                                                                                                                                                                                                                               |
| More safe places for children                                                                                         | Ferryhill, Torry             |                                            | % of young people engaged in the safe space report a ‘strong’ relationship with trusted professionals<br><br>Number of young people using the safe spaces | Co-creation with children and young people a city centre (and communities) safe spaces providing youth activities, communal spaces and access to supportive professionals                                                                                         |

# Our Action Plan

## Neighbourhood and Environment

### Priority 5: Maximise use of outdoor space

#### What the data is telling us...

- **Severe Weather** 49.6% of people in South Locality were worried about severe weather on their homes and local community. This compares to 73.7% of people who live in priority neighbourhoods
- **Greenspace Satisfaction** 69.6% of South Locality respondents to the City Voice survey reported being satisfied with the overall quality of greenspace/open space compared to 47.4% of people living in Priority Neighbourhoods
- **Active Travel** 15.6% of people in South Locality cycled compared to the citywide average of 9.5%

| Our ideas about how we will achieve this together                              | Where we will test our ideas   | Community Partners we will work with (TBC) | Data that will tell us if we are improving                                                                              | Link to the Local Outcome Improvement Plan                       |
|--------------------------------------------------------------------------------|--------------------------------|--------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|
| Encourage the creation of more Neighbourhood Watches                           | Across the South Locality      |                                            | Number of active neighbourhood watch schemes across South Locality                                                      | N/A                                                              |
| Develop a tool/gardening equipment library                                     | Garthdee, Torry and Kincorth   |                                            | Number of tool/gardening libraries set up                                                                               | City for Nature movement with local living and learning networks |
| Support community groups to develop underused greenspace in Torry and Kincorth | Torry and Kincorth             |                                            | Number of new pocket parks<br><br>Number of areas of new land for growing food<br><br>% Satisfied with local Greenspace | Creation of ‘pocket parks’ and land for growing food.            |
| Support communities to improve local areas through litter picks and clean ups  | Hazlehead, Seafield, Ferryhill |                                            | % of neighbourhoods with community groups supporting nature & environment                                               | City for Nature movement with local living and learning networks |

|                                                             |                                                                            |  |                                                                                                                                     |                                                                  |
|-------------------------------------------------------------|----------------------------------------------------------------------------|--|-------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|
| Increase cycle tracks in neighbourhood to encourage cycling | Culter, Torry                                                              |  | Number of new cycling tracks across South Locality<br><br>% of people who currently cycle<br><br>% of people prepared to cycle more | City for Nature movement with local living and learning networks |
| Improve safety of cycling and e-bikes                       | Braeside, Broomhill Mannofield, Garthdee, Torry,Seafield                   |  | % of casualties at A&E involving a bike or e-bike                                                                                   | N/A                                                              |
| Maintain benches along the Deeside Way                      | Bielside, Cults, Culter, Ferryhill, Garthdee, Milltimber and Countesswells |  | Number of benches repaired along the Deeside Way<br><br>% of people who currently walk                                              | City for Nature movement with local living and learning networks |
| Community Unpaid Work team to help maintain greenspace      | Across the South Locality                                                  |  | Number of greenspaces maintained by the Community Unpaid Work Team<br><br><br>% Satisfied with local Greenspace                     | Creation of ‘pocket parks’ and land for growing food.            |

# Our Action Plan

## Neighbourhood and Environment

### Priority 6: Increase the number of people and groups involved in making improvements and decisions in their community

#### What the data is telling us...

- **Community Information:** Just over half (50.4%) of City Voice respondents from South Locality agreed they would know where to find information about what is happening in their community
- **Identity and Belonging:** South Locality’s sense of identity and belonging scored 4.2 out of 7 during the Place Standard community engagement exercise (2025)
- **Community Cohesion:** 46% of City Voice respondents in South Locality agreed they felt part of the community they live in

Page 121

| Our ideas about how we will achieve this together                                               | Where we will test our ideas                           | Community Partners we will work with (TBC) | Data that will tell us if we are improving                                                                                                                                                           | Link to the Local Outcome Improvement Plan                                                                  |
|-------------------------------------------------------------------------------------------------|--------------------------------------------------------|--------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|
| Install physical community noticeboards sharing information and keep it up to date              | Across the South Locality                              |                                            | Number of job noticeboards across South Locality which are kept up to date                                                                                                                           | Community hub network to provide coordinated, consistent and accessible person centred services and support |
| Repurpose underused community spaces as co working hubs                                         | Across the South Locality<br>Community Assistance Hubs |                                            | Number of Community Assistance Hubs across South Locality<br><br>Number of people receiving support at community assistance hubs                                                                     | Community hub network to provide coordinated, consistent and accessible person centred services and support |
| Strengthen the system to recruit and support local volunteers                                   | Braeside, Mannofield, Leggart and Nigg                 |                                            | % increase in local volunteering                                                                                                                                                                     | N/A                                                                                                         |
| Police to give talks in schools - peer led contribution using local people and lived experience | Cults, Hazlehead, Torry, Kincorth, Cove (Lochside ASG) |                                            | Number of talks delivered by Police in South Locality schools<br><br>% of 12-18 year old boys reporting sense of belonging or connection to peers<br><br>Number of misogynistic incidents in schools | Develop a programme to support 12-18 year olds boys to become positive citizens.                            |



|                                                                                                                  |                            |  |                                                                                                                              |                                                                                                     |
|------------------------------------------------------------------------------------------------------------------|----------------------------|--|------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|
|                                                                                                                  |                            |  |                                                                                                                              |                                                                                                     |
| Strengthen communication with our communities through more community websites and you said, we did updates       | Across the South Locality  |  | % of people who are aware of Locality Planning<br><br>% of people who know where to find information about what is happening | N/A                                                                                                 |
| Set up forums to facilitate community conversations between New Scots, asylum seekers, refugees and local people | Garthdee, Ferryhill, Torry |  | Number of community conversation forums held<br><br>Number of people with diverse lived experience engaged                   | People panels made up of people with a mix of lived experience and perspectives to inform decisions |
| Support Communities to host Community Galas                                                                      | Torry and Kincorth         |  | Number of community galas hosted by community partners across South Locality                                                 | N/A                                                                                                 |



# Get Involved!

The South Locality Empowerment Group and the Torry Priority Neighbourhood Partnership are two ways we connect with our local communities in the South Locality. As a member of a Locality Empowerment Group or the Priority Neighbourhood Partnership you will be able to provide a voice on behalf of the people and communities across your neighbourhood

## What's in it for you?

Our existing community representatives had this to say about what they get from participating:

- |                                                |                                                   |                                                                 |                                                                        |
|------------------------------------------------|---------------------------------------------------|-----------------------------------------------------------------|------------------------------------------------------------------------|
| Staying mentally and physically active         | Learning new skills and gaining self confidence   | Receiving support from staff                                    | Building a stronger sense of community and improving the neighbourhood |
| Making new connections with like-minded people | Participating in social events and local projects | Strengthening local knowledge and sharing important information | Increasing trust in communities                                        |

Interested in finding out more? Our Locality Planning Team are happy to help! contact us on:  
[Localityplanning@aberdeencity.gov.uk](mailto:Localityplanning@aberdeencity.gov.uk)

## Your South Locality Planning Team

We understand the importance of working with communities to build a thriving environment for everyone. By engaging with local communities through our dedicated Locality Planning team, we aim to become more receptive, supportive and action oriented. Community input is extremely valuable to this work. The Locality Planning Team includes staff from Aberdeen City Council and the Aberdeen City Health and Social Care partnership working together to support improved outcome across all our localities and neighbourhoods. In the South Locality your locality planning contacts are Emma and Teresa.

**Emma Dobson**  
Health Improvement Officer  
Aberdeen Health and Social Care Partnership

**Teresa Dufficy**  
Community Development Officer  
Aberdeen City Council



# Stay Updated!



## Join the Journey!

There are a number of ways to stay updated on what is going on in your neighbourhood. You can find out more about more on our Community Planning Aberdeen [website](#) here you will find:

- How we report back on our progress
- How to get involved in your next local community meeting
- Minutes of previous meetings
- Annual Reports
- Information and support around getting involved and making a difference to your local community

You can find out what's on your local area by visiting the ACVO [Events Calendar](#) or on Facebook by clicking [here](#)!



## Supporting Information

**Not every idea could be included, and here's why:**

- Some improvements are already happening—we'll let services know if people weren't aware.
- Ideas outside locality planning's remit were shared with the right teams, like citywide plans or education services.
- Others couldn't progress yet due to limits on budget, time or resources, or they would impact on other plans for the City

**Every idea matters** - Even if something couldn't be included this time, your input helps shape priorities and conversations for the future.

**Local Place Plans – these are different to locality plans!**

[Local Place Plans](#) give communities a say in shaping where they live, work, and play. Introduced by planning legislation, they let communities create their own plans to influence the next Local Development Plan. These plans set out local ideas and aspirations for how *land* is used and developed—and they're created by the community, for the community.

It's important to us that everyone's voice is heard—including our young people. Through the **Aberdeen Youth Movement**, their ideas are not only reflected in the locality plan, but they're also helping to drive real change across our city. Want to find out more? Check out their [Linktree](#)!



This page is intentionally left blank





**Community  
Planning  
Aberdeen**

# Central Locality Plan

2026-2036

## Central Locality Neighbourhoods:

Ashgrove, City Centre, Froghall, George St, Hanover, Hilton, Midstocket, Old Aberdeen, Powis, Rosemount, Tillydrone, Seaton, Stockethill, Sunnybank, West End and Woodside





# Introduction

## Your 2026-2036 Locality Plan

### What is Locality Planning?

Locality Planning means working together with local communities to create plans that make life better for everyone. Community Planning Aberdeen believes these plans succeed when shaped and delivered with the people who live here.

### Why does it matter?

By law, Community Planning Aberdeen and the Health & Social Care Partnership must create plans for Aberdeen's three localities: North, Central, and South. These plans show where we'll focus our efforts and resources. Times are challenging, so working together is the only way to achieve our goals. Success depends on the strengths of our partners, communities, local groups, businesses, and faith organisations.

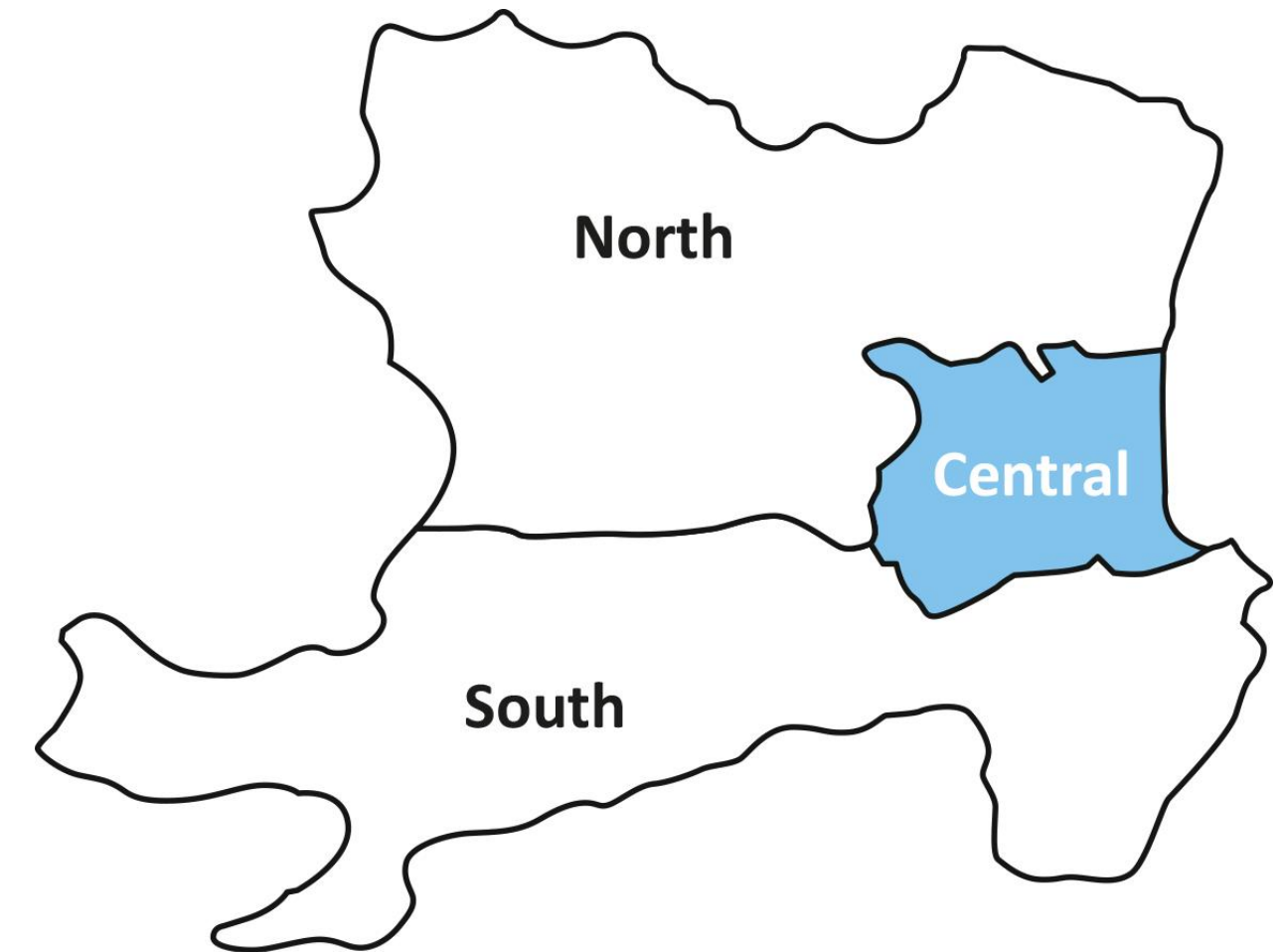
### What are Priority Neighbourhoods?

These are neighbourhoods that need additional support to benefit from the same opportunities to thrive and succeed as other neighbourhoods within Aberdeen. In Central these are: Tillydrone, Woodside, Seaton, Ashgrove, Stockethill and George Street.

### What's the Central Locality Plan?

Our plan sets out what we want to achieve over the next 10 years to reduce inequalities and improve life for everyone in the Central Locality. It includes:

- Current Situation – facts, figures, and what communities told us matters most
- Our Priorities – the changes we'll focus on
- How We'll Deliver – working together with partners and communities





# Our Journey

## Developing the Central Locality Plan

### March - May 2025

We invited local people to share what they thought was good and what could be improved in their community.

Engagement activities included:

- An online survey for adults.
- An online survey designed for children and young people
- Six locality events with activities created by Aberdeen Youth Movement and Aberdeen Ambassadors for children and young people.
- An outreach programme where we visited 98 groups, schools, and locations across Aberdeen to facilitate participation.

We reached out through services, community and third sector groups, personal networks, and social media. Press releases and newsletter stories were issued to encourage involvement.

### October - November 2025

We hosted a final Central Locality event at Tillydrone Community Campus with the local community to share findings and gain further insight

### May-October 2025

We explored key areas for improvement identified across the Central Locality.

Community members identified existing strengths and assets—such as people, places, and groups—and brainstormed practical ideas to make a difference.

Sessions encouraged collaboration and community-led solutions, supported and co-delivered by Community Planning partners.

Outreach sessions and a digital option were offered for those unable to attend full workshops.

All contributions were valued and recorded to help shape the Central Locality Plan.

### November - June 2025-26

Draft Locality Plans developed and out to public consultation before approval.

**...Start working together on delivering our Central Locality Plan!**

Central Community Asset Wall

The Lighthouse

Seaton Park

PNP

Willie Miller  
Cruyff Court

Woodside  
Community  
Centre

shmu

Off the Rails  
Community Garden

Hilton  
Community  
Centre

Printfield  
Project

Community  
Spirit

Cornhill  
Community Centre

Fresh Community  
Wellness

Denis Law  
Legacy Trail

Tilly  
Flat

Stewart  
Park

STAR  
Flat

Earth and Worms

Seaton Community  
Council

Central LEG

Fersands and  
Fountain SCIO

Seaton  
Community  
Centre

Volunteer  
Community  
Workers

STAR  
Flat

Woodside  
Shops

Tillydrone  
Community Campus

Woodside  
Network

Powis  
Community  
Centre

ALC  
Aberdeen

St. Georges  
Community  
Centre

Community  
Gardens

Following consultation and engagement with our communities across the Central Locality we have identified 6 priority outcomes and have aligned these to the Social Determinant of Health:

| Economic Stability                            | Health and Social Care                            | Children, Families and Lifelong Learning                                      | Neighbourhood and Environment                                                                             | Communities and Housing                                                                                                                                |
|-----------------------------------------------|---------------------------------------------------|-------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|
| Reduce the number of people living in Poverty | Improve mental health and wellbeing of population | Ensure people can access services timeously through a person centred approach | Maximise use of spaces in communities to create opportunities for people to connect and physical activity | Create safe and resilient communities<br><br>Increase the number of people and groups involved in making improvements and decisions in their community |

**What are the Social Determinants of Health?**

Page 1  
Social determinants of health are the everyday things in our lives that affect how healthy we are. They are not about hospitals or medicine, but about the conditions we live in. People living in priority neighbourhoods may face more health-related challenges due to a range of social and economic factors. These communities often show great resilience, but can experience inequalities in access to healthcare, healthy environments, and other supports that influence wellbeing.

**Why It Matters**

Understanding social determinants helps us see that health is about more than just doctors and medicine. To improve health for everyone, we need to:

- Make sure people have good jobs, homes, and education.
- Support communities and reduce poverty.

# Our Action Plan

## Economic Stability

### Priority 1: Reduce the number of people living in Poverty

#### What the data is telling us...

- **Energy Insecurity:** 21% of people in Central Locality worried they would not be able to heat their home compared to 26.3% of people living in Priority Neighbourhoods
- **Unemployment:** As at July 2025, there were 2610 unemployment claimants in Central Locality which is up 6.1% from July 2024
- **Food Insecurity:** 7.3% of people in Central Locality worried they would not have enough food to eat, compared to 8.1% of people living in Priority Neighbourhoods
- **Children in low income households:** 2,094 children under 15 years of age from Central Locality live in low income households

Page 132

| Our ideas about how we will achieve this together                                                                                | Where we will test our ideas                                                                | Community Partners we will work with (TBC) | Data that will tell us if we are improving                                              | Link to the Local Outcome Improvement Plan     |
|----------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|--------------------------------------------|-----------------------------------------------------------------------------------------|------------------------------------------------|
| More access to employability support such as form filling, community outreach and drop ins                                       | Priority Neighbourhoods: Ashgrove, George Street, Seaton, Stockethill, Tillydrone, Woodside |                                            | Number of individuals supported with employability within the community outreach model. | Community Outreach Programme for Employability |
| Support the roll out of Cash First scheme to maximise income of people really struggling with cost of living in Central Locality | Priority Neighbourhoods: Ashgrove, George Street, Seaton, Stockethill, Tillydrone, Woodside |                                            | Number of households receiving direct cash support                                      | Cash First/Income Maximisation                 |

# Our Action Plan

## Health and Social Care

### Priority 2: Improve mental health and wellbeing of population

#### What the data is telling us...

- **Drug related hospital stay rate** in Central Locality is 248.5 people per 100,000 of the population, significantly higher than the City average of 181 people per 100,000
- **Mental Health** 15.9% of people in Central Locality are prescribed drugs for anxiety, depression or psychosis, this is lower than the Aberdeen City figure of 17.4%
- **Life Expectancy** in Central Locality for 2021-23 was on average 80.5 years for women, and 75.2 years for men
- **Suicide** The rate of death from suicide in Central Locality is 10.5 people per 100,000 of the population, this is below the Aberdeen City average of 11.1 people per 100,000 of the population

| Our ideas about how we will achieve this together                                                                                                                                        | Where we will test our ideas          | Community Partners we will work with (TBC) | Data that will tell us if we are improving                                                                                                                                               | Link to the Local Outcome Improvement Plan                                                                                                                                                                                                                       |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------|--------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Improve access to health and social care services by introducing community-based opportunities and providing clear information on where to access support following a medical diagnosis. | Woodside, Old Aberdeen, George Street |                                            | Number of people receiving support at community assistance hubs                                                                                                                          | Community hub network to provide coordinated, consistent and accessible person centred services and support                                                                                                                                                      |
| Increase outdoor exercise opportunities                                                                                                                                                  | Tillydrone, Seaton, Powis             |                                            | Number of young people (by locality) using the safe spaces<br><br>% of 12-18 year old boys reporting sense of belonging or connection to peers.<br><br>% increase in walking and cycling | Develop a programme to support 12-18 year olds boys to become positive citizens<br><br>Co-creation with children and young people a city centre (and communities) safe spaces providing youth activities, communal spaces and access to supportive professionals |



# Our Action Plan

## Children, Families and Lifelong Learning

Priority 3: Ensure people can access services timeously through a person centred approach

What the data is telling us...

- **Youth Volunteering:** 878 young people from Central Locality received a Saltire Award for volunteering
- **Counselling:** 100% of schools in Central Locality offer counselling and Active School activities
- **Anti-Social Behaviour:** 3,303 Youth Anti-Social Behaviour calls were reported to the police (2024)
- **Crimes:** The most common crimes and offences in Aberdeen City were crimes of dishonesty (5,321 offences per 10,000 of the population), Road Traffic Offences (4,769 offences per 10,000 of the population), and non-sexual crimes of violence (3,412 offences per 10,000 of the population)
- **Road Safety:** In 2023, there were 109 reported road casualties in Aberdeen City of which, 4 were fatalities and 53 were serious injuries. The number of people injured in road traffic accidents has increased in each of the last two years (up from 64 in 2021 which is a 70% increase)

| Our ideas about how we will achieve this together                                                                                  | Where we will test our ideas                                                                | Community Partners we will work with (TBC) | Data that will tell us if we are improving                                                                                                                                  | Link to the Local Outcome Improvement Plan                                                                                                                                |
|------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|--------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Develop more youth work opportunities                                                                                              | Tillydrone, Woodside, Powis, Sunnybank, Froghall, George Street                             |                                            | Number of young people (by locality) using the safe spaces<br><br>Number of young people engaged in the safe space report a strong' relationship with trusted professionals | Co-creation with children and young people a city centre (and communities) safe spaces providing youth activities, communal spaces and access to supportive professionals |
| Community led skills workshops (e.g. digital skills, trades, creative industries) run by local volunteers or retired professionals | Rosemount, City Centre, West End, Woodside                                                  |                                            | % increase in local volunteering<br><br>Number of learning networks established                                                                                             | N/A                                                                                                                                                                       |
| Explore ways to make children feel safer walking to and from school, such as a Walking bus or more volunteer crossing patrollers   | Priority Neighbourhoods: Ashgrove, George Street, Seaton, Stockethill, Tillydrone, Woodside |                                            | % increase in walking and cycling                                                                                                                                           | City for Nature movement with local living and learning networks                                                                                                          |
| Increased mentoring programmes for vulnerable                                                                                      | Priority Neighbourhoods: Ashgrove, George Street,                                           |                                            | % of 12-18 year old boys reporting sense of                                                                                                                                 | Develop a programme to support 12-18 year olds boys                                                                                                                       |



|              |                                           |  |                                                                                                                    |                              |
|--------------|-------------------------------------------|--|--------------------------------------------------------------------------------------------------------------------|------------------------------|
| young people | Seaton, Stockethill, Tillydrone, Woodside |  | belonging or connection to peers<br><br>% of people (by locality and vulnerable group) mentored gaining employment | to become positive citizens. |
|--------------|-------------------------------------------|--|--------------------------------------------------------------------------------------------------------------------|------------------------------|

# Our Action Plan

## Neighbourhood and Environment

### Priority 4: Maximise use of spaces in communities to create opportunities for people to connect and physical activity

#### What the data is telling us...

- **Severe Weather** 55.7% of people in Central Locality were worried about severe weather on their homes and local community. This compares to 46.9% of people who live in priority neighbourhoods
- **Greenspace Satisfaction** 87% of Central Locality respondents to the City Voice survey reported being satisfied with the overall quality of greenspace/open space compared to 81.2% of people living in Priority Neighbourhoods
- **Active Travel** 13.1% of people in Central Locality cycled compared to the citywide average of 9.5%

| Our ideas about how we will achieve this together                                                                                                                                                                   | Where we will test our ideas                                                                | Community Partners we will work with (TBC) | Data that will tell us if we are improving                                                                                                                                             | Link to the Local Outcome Improvement Plan                                                                                                                                                      |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|--------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Explore a social enterprise to collect fly tipping, rubbish, broken glass, and dog poo and dispose it in a council facility                                                                                         | Priority Neighbourhoods: Ashgrove, George Street, Seaton, Stockethill, Tillydrone, Woodside |                                            | Number of Co-operatives and Community Enterprises per SIMD 1 community<br><br>Number of residents (by locality) working in and/or supported by co-operatives and community enterprises | Develop an Aberdeen Social Enterprise Network to grow existing social enterprises and develop new enterprises where there are gaps or opportunities to support people gain employability skills |
| Encourage people to work on maintaining and improving parks and greenspaces                                                                                                                                         | Rosemount, Seaton, Sunnybank, Woodside                                                      |                                            | Number of neighbourhoods with community groups supporting nature & environment<br><br>% increase in green jobs and microbusinesses                                                     | City for Nature movement with local living and learning networks                                                                                                                                |
| Promote awareness and community involvement in Community Payback schemes, highlighting their role in reducing vandalism and knife crime while supporting local improvement projects (e.g., litter picks, tidy-ups). | Across Central Locality                                                                     |                                            | % of neighbourhoods with community groups supporting nature & environment<br><br>No. of areas of new land for growing food                                                             | City for Nature movement with local living and learning networks<br><br>Creation of Pocket Parks                                                                                                |
| Create more community ice crews                                                                                                                                                                                     | Hilton, Midsocket, Ashgrove, Stockethill, Seaton                                            |                                            | % of neighbourhoods with community groups supporting nature & environment<br><br>Number of community ice crews                                                                         | City for Nature movement with local living and learning networks                                                                                                                                |

|                                                                                           |                                        |  |                                                                                                                 |     |
|-------------------------------------------------------------------------------------------|----------------------------------------|--|-----------------------------------------------------------------------------------------------------------------|-----|
| Explore funding to improve and open up walking pathways in Tillydrone i.e. St Machar Road | Tillydrone                             |  | Value of external funding secured to support delivery of the walking pathway                                    | N/A |
| Support the local community to develop an activity/skatepark in Tillydrone                | Tillydrone                             |  | Activity/skatepark delivered in Tillydrone                                                                      | N/A |
| More community art projects in common and greenspaces                                     | Rosemount, Seaton, Sunnybank, Woodside |  | Number of new community art projects in public parks and common spaces<br><br>% Satisfied with local greenspace | N/A |

# Our Action Plan

## Neighbourhood and Environment

Priority 5: Create safe and resilient communities

Priority 6: Increase the number of people and groups involved in making improvements and decisions in their community

### What the data is telling us...

- **Community Information:** Just under half (48%) of City Voice respondents from Central Locality agreed they would know where to find information about what is happening in their community
- **Identity and Belonging:** Central Locality’s sense of identity and belonging scored 3.4 out of 7 during the Place Standard community engagement exercise (2025)
- **Community Cohesion:** 45.1% of City Voice respondents in Central Locality agreed they felt part of the community they live in

| Our ideas about how we will achieve this together                                                                                                                                     | Where we will test our ideas                                               | Community Partners we will work with (TBC) | Data that will tell us if we are improving                                                                 | Link to the Local Outcome Improvement Plan                                                                                                     |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------|------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                                                       |                                                                            |                                            |                                                                                                            |                                                                                                                                                |
| Better utilise community assets for local groups and social use                                                                                                                       | Across Central Locality                                                    |                                            | Number of people receiving support at community assistance hubs                                            | Community hub network to provide coordinated, consistent and accessible person centred services and support.                                   |
| Develop a volunteer ‘incentive’ scheme                                                                                                                                                | Across Central Locality                                                    |                                            | % increase in local volunteering                                                                           | N/A                                                                                                                                            |
| Create community-led multi-cultural learning and skills programs to strengthen inclusion and cohesion, with activities and campaigns that welcome and support people new to the area. | City Centre, Froghall, George Street, Powis, Sunnybank, Seaton, Tillydrone |                                            | Number of community conversation forums held<br><br>Number of people with diverse lived experience engaged | People panels made up of people with a mix of lived experience and perspectives to inform decisions.                                           |
| Support community groups to provide local transport to enable recreational trips                                                                                                      | Seaton, Woodside, Old Aberdeen                                             |                                            | Number of recreational trips supported through the Stay Well Stay Connected programme                      | N/A                                                                                                                                            |
| Develop a blended approach to community communications including notice board, booklets, newsletters, events, community websites, and social media                                    | Across Central Locality                                                    |                                            | Number of community organisations leading delivery of locality plan items                                  | community agreement approach to working with communities to co-design and co-deliver neighbourhood-level services to enhance locality planning |

# Get Involved!

The Central Locality Empowerment Group and the Central Priority Neighbourhood Partnership are two ways we connect with our local communities in the Central Locality. As a member of a Locality Empowerment Group or Priority Neighbourhood Partnership you will be able to provide a voice on behalf of the people and communities across your neighbourhood.

## What’s in it for you?

Our existing community representatives had this to say about what they get from participating:

|                                                |                                                   |                                                                 |                                                                        |
|------------------------------------------------|---------------------------------------------------|-----------------------------------------------------------------|------------------------------------------------------------------------|
| Staying mentally and physically active         | Learning new skills and gaining self confidence   | Receiving support from staff                                    | Building a stronger sense of community and improving the neighbourhood |
| Making new connections with like-minded people | Participating in social events and local projects | Strengthening local knowledge and sharing important information | Increasing trust in communities                                        |

Interested in finding out more? Our Locality Planning Team are happy to help! contact us on:  
[Localityplanning@aberdeencity.gov.uk](mailto:Localityplanning@aberdeencity.gov.uk)

## Your Central Locality Planning Team

We understand the importance of working with communities to build a thriving environment for everyone. By engaging with local communities through our dedicated Locality Planning team, we aim to become more receptive, supportive and action oriented. Community input is extremely valuable to this work. The Locality Planning Team includes staff from Aberdeen City Council and the Aberdeen City Health and Social Care partnership working together to support improved outcome across all our localities and neighbourhoods. In the Central Locality your locality planning contacts are Suzanne, Chris, and Graham.

**Chris Smillie**  
Public Health Co-ordinator  
Aberdeen Health and Social Care Partnership

**Suzanne Thomson**  
Health Improvement Officer  
Aberdeen Health and Social Care Partnership

**Graham Donald**  
Community Development Officer  
Aberdeen City Council





# Stay Updated!



## Join the Journey!

There are a number of ways to stay updated on what is going on in your neighbourhood. You can find out more about more on our Community Planning Aberdeen [website](#) here you will find:

- How we report back on our progress
- How to get involved in your next local community meeting
- Minutes of previous meetings
- Annual Reports
- Information and support around getting involved and making a difference to your local community

You can find out what's on your local area by visiting the ACVO [Events Calendar](#) or on Facebook by clicking [here](#)!



## Supporting Information

### Not every idea could be included, and here's why:

- Some improvements are already happening—we'll let services know if people weren't aware.
- Ideas outside the remit of locality planning were shared with the right teams, like citywide plans or education services.
- Others couldn't progress yet due to limits on budget, time or resources, or they would impact on other plans for the City

**Every idea matters** - Even if something couldn't be included this time, your input helps shape priorities and conversations for the future.

### Local Place Plans – these are different to locality plans!

[Local Place Plans](#) give communities a say in shaping where they live, work, and play. Introduced by planning legislation, they let communities create their own plans to influence the next Local Development Plan. These plans set out local ideas and aspirations for how *land* is used and developed—and they're created by the community, for the community.

It's important to us that everyone's voice is heard—including our young people. Through the **Aberdeen Youth Movement**, their ideas are not only reflected in the locality plan, but they're also helping to drive real change across our city. Want to find out more? Check out their [Linktree](#)!



## CPA Management Group Discussion Paper

### **Local Outcome Improvement Plan and Locality Plans 2026–2036: Proposed Consolidation and Leadership of LOIP System Changes; and Assessment against principles of Prevention and Proportionate Universalism and**

This paper provides a proposed consolidation and leadership of LOIP system changes, as well as an assessment of the draft Aberdeen City Local Outcome Improvement Plan (LOIP) and the draft North, South, and Central Locality Plans 2026–2036, examining their alignment with Scotland’s preventative public service reform agenda and the principle of proportionate universalism.

The LOIP and Locality Plans for 2026–2036 demonstrate strong alignment with the national prevention agenda, placing inequality reduction and prevention at the core of both citywide and locality planning. While the LOIP sets out the vision and plan for the City, the Locality Plans operationalise the strategic level ambition, emphasising place-based, asset-based delivery, drawing on community engagement and local assets.

Together the LOIP and Locality Plans adopt a social determinants of health approach focused on long-term, population-level outcomes and commit to “improving the health of all, fastest for the poorest,” reflecting Marmot’s principle of proportionate universalism. Across both the LOIP and Locality Plans, intensified effort is directed toward Priority Neighbourhoods (SIMD 1) and other vulnerable groups. Many actions are designed to be tested first in higher-need areas and then extended more widely.

The primary challenge is translating this shared ambition into sustained system change over the next decade. While preventative outcomes will take time to emerge, stronger delivery foundations are needed now to achieve the LOIP’s ambitions by 2036. However, gaps remain in the maturity of delivery, and preventative intent is not yet consistently reflected in practice. The following areas for improvement are therefore identified for discussion:

1. Consolidation of LOIP System Changes and Leadership
2. Long-Term Prevention and Phasing
3. Balance of Universal vs Targeted Actions
4. Upstream and Structural Prevention
5. Disinvestment and Resource Shift
6. Measurement of Outcomes and Inequalities

See below for more information and page 5 for Discussion Questions.

#### **1. Consolidation of LOIP System Changes and Leadership**

The draft LOIP has consolidated system changes from 49 to 36 and aligned the changes to the system change criteria. However, we have not been able to identify all the required delivery and leadership capacity required to move the 36 forward. Further consolidation of the system changes is required to enhance deliverability, support alignment of system changes, optimise leadership capacity, and ensure efficient resourcing

### Areas for Improvement:

Consider further consolidation of the system changes with the view to improve the overall efficiency and effectiveness of the system changes, making them more manageable and impactful.

### Consolidation of System Changes

The table below shows **which system changes could be merged, why, and what the new combined system change becomes**. The table also details the proposed Lead Partner and phase for this to be delivered in., with 2 phases proposed : Phase 1: 2026-2028  
Phase 2: 2029-2031

#### A. CHILDREN, FAMILIES & LIFELONG LEARNING (6 → 3) Recommended Consolidation

| NEW Combined System Change                         | What it Merges  | Rationale                                                                                                            | Proposed Lead Partner                               | Phase |
|----------------------------------------------------|-----------------|----------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------|-------|
| <b>A1. Whole-Family &amp; Early Years Support</b>  | 1.1 + 1.6       | Shared mechanism (early identification, trusted adult, multi-agency coordination). Same infrastructure + workforce.  | Aberdeen City Council                               | 1     |
| <b>A2. Youth Safety, Wellbeing &amp; Inclusion</b> | 1.2 + 1.3 + 1.4 | All focus on safety, belonging, anti-exploitation, and school disengagement. Same target population & professionals. | Police Scotland                                     | 1     |
| <b>A3. Education-to-Employment Pathway</b>         | 1.5             | Keep as a single but expanded system change—absorbs some elements of disengagement support.                          | Aberdeen City Council / Skills Development Scotland | 2     |

#### B. ECONOMIC STABILITY (7 → 3) Recommended Consolidation

| NEW Combined System Change                          | What it Merges        | Rationale                                                                                                                                      | Lead Partner                | Phase |
|-----------------------------------------------------|-----------------------|------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|-------|
| <b>B1. Integrated Employability Pathway</b>         | 2.1 + 2.4 + 2.5 + 2.6 | Same mechanism: outreach, skills, accredited pathways, employer pipeline. Can be delivered through single data, workforce, hub infrastructure. | Skills Development Scotland | 1     |
| <b>B2. Community Wealth &amp; Social Enterprise</b> | 2.2 + 2.3             | Shared mechanism: community-owned growth, local jobs, reinvestment loops.                                                                      | ACVO                        | 2     |
| <b>B3. Fair Work &amp; Inclusive Employment</b>     | 2.7                   | Retain as separate due to cultural change and employer engagement model.                                                                       | Scottish Enterprise         | 1     |

#### C. COMMUNITIES & HOUSING (10 → 4) Recommended Consolidation

| NEW Combined System Change                       | What it Merges  | Rationale                                                                         | Lead partner          | Phase |
|--------------------------------------------------|-----------------|-----------------------------------------------------------------------------------|-----------------------|-------|
| <b>C1. Community Access &amp; Support (Hubs)</b> | 3.1 + 3.2 + 3.3 | All use the SAME hub infrastructure for cash-first, food, and wraparound support. | Aberdeen City Council | 1     |

| NEW Combined System Change                                        | What it Merges   | Rationale                                                                           | Lead partner                    | Phase |
|-------------------------------------------------------------------|------------------|-------------------------------------------------------------------------------------|---------------------------------|-------|
| <b>C2. Community Power &amp; Participation</b>                    | 3.4 + 3.5 + 3.6  | All mechanisms relate to shifting power, funding, and participation to communities. | ACVO / Third Sector Partners    | 1     |
| <b>C3. Youth &amp; Early-Intervention Homelessness Prevention</b> | 3.7              | Keep separate: specialist workforce & policy environment.                           | Aberdeen Foyer + Shelter + RSLs | 2     |
| <b>C4. Tenancy Sustainment &amp; Housing Access</b>               | 3.8 + 3.9 + 3.10 | All mechanisms target tenancy support, housing access, and supply solutions.        | Aberdeen City Council           | 1     |

#### D. NEIGHBOURHOOD & ENVIRONMENT (5 → 2) Recommended Consolidation

| NEW Combined System Change                                      | What it Merges  | Rationale                                                                                  | Lead Partner                    | Phase |
|-----------------------------------------------------------------|-----------------|--------------------------------------------------------------------------------------------|---------------------------------|-------|
| <b>D1. Nature Networks &amp; Community Green Infrastructure</b> | 4.1 + 4.2 + 4.3 | All based on greenspace access, connectivity, community action for nature.                 | ACVO / Third Sector Partners    | 1     |
| <b>D2. Local Climate &amp; Circular Economy</b>                 | 4.4 + 4.5       | Common mechanism: community-led climate mitigation, energy, repair/reuse, circular models. | Aberdeen City Council + NESCAN: | 2     |

#### E. HEALTH & SOCIAL CARE (8 → 3) Recommended Consolidation

| NEW Combined System Change                                             | What it Merges        | Rationale                                                                               | Lead Partner                                     | Phase |
|------------------------------------------------------------------------|-----------------------|-----------------------------------------------------------------------------------------|--------------------------------------------------|-------|
| <b>E1. Whole-System Mental Health, Harm Reduction &amp; Prevention</b> | 5.1 + 5.2 + 5.3 + 5.4 | Shared mechanism: population-wide prevention, behaviour change, early support pathways. | NHS Grampian                                     | 1     |
| <b>E2. GIRFE Integrated Access &amp; Complex Needs Support</b>         | 5.5 + 5.6             | Peer support + integrated access + shared premises = same system.                       | Aberdeen City Health and Social Care Partnership | 2     |
| <b>E3. Safety, Justice &amp; Trauma-Informed Practice</b>              | 5.7 + 5.8             | Both relate to trauma, public safety, early intervention, justice alternatives.         | Police Scotland/ ACHSCP/ ACC (Co-Led)            | 1     |

## 2. Long-Term Prevention and Phasing:

The LOIP and Locality Plans 2026–2036 demonstrate a strong and coherent approach to long-term preventative phasing. Each system change includes short-term output measures, a medium-term improvement aim for 2031, and contributes to the long-term Stretch Outcomes for 2036. This tiered structure provides a clear prevention pathway, supporting transparent monitoring across the 10-year period. Following approval of the LOIP and Locality Plans, more detailed planning will be undertaken to guide the design, testing, scaling, and spread of each system change. Progress will be reported regularly, allowing the Partnership to track outcomes, learn from tests, and adjust efforts as needed.

Variations in implementation pace will also be managed through the CPA governance and improvement framework.

**Area for Improvement:**

- Good practice would be to develop a phasing programme that outlines the timescales when key prevention system changes will happen. This will help reduce unrealistic expectations or premature judgments about success. Table above shows a proposed phasing taking us up to the next 5 year review:  
Phase 1: 2026-2028  
Phase 2: 2029-2031
- The LOIP and Locality Plans should acknowledge that needs and inequalities within the population may change over the 10-year period. Demographic shifts, economic changes, or emerging issues could alter which areas or groups are most in need.
- Annual review should ensure the balance of universal and targeted effort remains appropriate. Using updated population and deprivation data periodically, the partnership can re-weight or adjust plans if, say, some neighbourhoods improve significantly and others newly fall behind. This flexibility will keep the plans responsive and credible, showing that proportionate universalism is an ongoing process, not a one-time design.

### **3. Balance of Universal vs Targeted Actions**

The LOIP and Locality Plans could do more to explain why they take a universal approach, which would help build understanding and political support for proportionate universalism. For instance, people might ask why resources are being spent in relatively affluent communities at all. Sir Michael Marmot's argument is that to reduce health inequalities, "action must be universal, but with a scale and intensity that is proportionate to the level of disadvantage." Including such context will reinforce the logic of the plans and maintain broad community buy-in for the proposed actions.

In principle, the LOIP aims for proportionate universalism, but most system changes are heavily targeted—only 4 of 36 system changes are universal. This focus on high-need groups risks overshadowing city-wide, upstream prevention and weakening the "universal spine" of proportionate universalism.

The Locality Plans provide a universal offer for all residents while prioritising additional support where need is greatest. While the locality plans state that their actions are for everyone in the area, in practice most actions (and metrics) centre on the Priority Neighbourhoods and vulnerable groups.

**Areas for Improvement:**

- A brief, plain-language explanation for why we take a universal approach should be added to the introduction of each plan to emphasise that universal involvement reduces stigma and ensures everyone benefits, while extra help is provided for those who need it most – thereby improving the entire community and narrowing outcome gaps.
- The LOIP should clearly identify where each system change has universal applicability as well as targeting for the most at risk groups. This will make the LOIP's universal foundation more visible and reinforce that targeted work complements, rather than replaces, universal support.

- Locality Plans could include a short, clear section outlining what everyone in the locality can expect” (the baseline universal services or opportunities available to all residents) and what additional support looks like as need increases. This will prevent the plans from being read as only targeting the disadvantaged areas and will reinforce the message of universality with scaling of support according to need. It will also help residents and partners in better-off neighbourhoods understand their role in the plan, maintaining broad buy-in and avoiding any perception of neglect.
- Locality Plans to reference which localities are Marmot Places and which are Pride in Place.

#### **4. Upstream and Structural Prevention**

The LOIP and Locality Plans aim to tackle root causes of disadvantage rather than responding solely to immediate needs. Open-access initiatives, such as community hubs and universal activities, along with flexible support pathways, help reduce stigma. The approach aligns with evidence-based principles, including Sir Michael Marmot’s guidance that interventions should be universal but proportionate to levels of disadvantage.

However, the LOIP could more directly address the upstream economic and structural factors that cause harm. It covers themes like employability and fair work, but these are treated mainly as support services rather than structural preventive measures.

#### **Area for Improvement:**

- The LOIP should incorporate stronger upstream system changes – for instance, economic policies to reduce poverty or regulations to improve living environments – so that prevention is not confined to early interventions, but also includes preventing harm before it occurs at the societal level. This would move the LOIP beyond service delivery into addressing root causes of inequality and poor outcomes.

#### **5. Disinvestment and Resource Shift:**

A core Christie principle is shifting resources from reactive “failure demand” services to upstream prevention. The LOIP currently lacks a plan for scaling down ineffective services or reallocating savings to preventative work.

Prior to the proposals for further consolidation set out in paragraph 1 many of the proposed system changes within the LOIP are not yet fully resourced, and leadership responsibility is uneven across the Community Planning partners. A few statutory partners – notably Aberdeen City Council, ACHSCP, NHSG and Police Scotland – as well as a number of third sector partners are leading the majority of the LOIP changes, while some key partners are not leading or supporting any changes. This imbalance poses a delivery risk if certain organisations become overstretched.

The draft locality plans do not make it transparent how resources (funding, staff time, services) are allocated according to need in each locality. Making the proportionate allocation of resources visible will strengthen the plans’ operational credibility – it shows that proportionate universalism is not just about targets but about real shifts in how resources are used. It also helps manage community

expectations: everyone in the locality has access to core services, but areas with greater challenges will receive more support.

#### **Area for Improvement:**

- Secure broader investment and shared leadership from all partners. Resources should match the level of need, with higher-capacity partners taking greater responsibility. The partnership should allocate equitably—providing more support to higher-need areas and less to lower-need areas—to ensure proportionate universalism is properly funded, not just aspirational.
- For each key priority within the Locality Plans, state clearly where staff capacity, funding, delivery frequency, or intensity is higher in higher-need communities. For example, additional community workers will operate in priority neighbourhoods” or “small grants funding will be prioritised to projects in priority areas.
- Develop a clear disinvestment strategy identifying which high-cost reactive activities can be reduced and how freed resources—funds or staff—will be redirected to prevention. This ensures prevention is transformative and sustainable, with resources intentionally moving from crisis services to support long-term preventative initiatives.

#### **6. Measurement of Outcomes and Inequalities:**

The LOIP uses high-level outcome indicators (e.g. reductions in homelessness, domestic abuse, etc.) rather than just output metrics to track success. However, there is a gap in measuring whether inequalities are being reduced. Many measures look at improvements in priority groups (for example, improvements in SIMD1 communities) but do not explicitly measure if the gap is closing between those groups and more advantaged groups.

Currently, many locality performance indicators track outputs (e.g. number of events, participants, activities delivered) in the priority neighbourhoods. Fewer indicators explicitly track outcome improvements or the reduction of gaps between the priority areas and the locality or city averages. For proportionate universalism, it's important not just to deliver services, but to show that disadvantaged areas are catching up relative to others.

#### **Area for Improvement:**

- Enhance the performance measures in the LOIP to include specific inequality gap metrics. For each major outcome, include at least one indicator that monitors the narrowing of the gap between the most deprived populations and the city average (or least deprived). This will ensure that success is defined not just by overall improvement but by greater improvements for those with the greatest needs – which is the true test of proportionate universalism. It will also prevent a scenario where averages improve but disparities persist. Regular progress reports should clearly show whether these inequality gaps are shrinking year by year as the plan is implemented.
- Introduce at least one “gradient-sensitive” outcome measure for each priority within the Locality Plans, linking to the relevant measures within the LOIP where possible to show alignment with higher level outcomes. For example, if a priority is improving health, it should align to the medium or longer term outcomes related to reducing the gap in life expectancy within the LOIP.



- In addition, continue to track overall service uptake and satisfaction in all neighbourhoods is important to ensure that universal services are reaching everyone (so improvements in the poorest areas are seen in context, not in isolation).

## **Discussion Questions – LOIP & Locality Plans (2026–2036)**

### **Consolidation, Leadership and Phasing**

- What are the Group's thoughts on the proposed consolidation of system changes, the leadership, and phasing?

### **Universal v Targeted**

- How can we make the balance between universal and targeted system changes clearer in the LOIP and Locality Plans?
- What are the baseline universal services available to all residents that should be listed in the locality plans?
- Are we satisfied that the existing universal offer that comes from partners to underpin the LOIP and Locality Plans are contributing to reducing inequality?

### **Disinvestment and Resource Shift**

- What steps are needed to ensure that proportionate resourcing is fully secured and sustained over the duration of the LOIP and Locality Plans?
- What further contribution can partners make to leading or resourcing of the LOIP system changes and locality plans?
- What do we need to stop or, do less of?

### **Measurement of Outcomes and Inequalities**

- How can outcome measures be improved to more explicitly track changes in inequality gradients of outcomes to show we're closing the gap, rather than just overall improvement?
- What existing or new data sources can help us monitor inequality gradients effectively?

### **Upstream and Structural Prevention**

- What additional economic upstream or structural interventions could be introduced citywide and locally to address root causes of inequality (e.g. income, housing, environment)?
- How can we identify the services or activities that could be scaled back or stopped as prevention efforts succeed across both the LOIP and Locality Plans?

This page is intentionally left blank



|                         |                                  |
|-------------------------|----------------------------------|
| <b>Progress Report</b>  | HDRC Aberdeen – Discussion Paper |
| <b>Lead Officer</b>     | Martin Murchie                   |
| <b>Report Author</b>    | Aileen Grant                     |
| <b>Date of Report</b>   | 21 January 2026                  |
| <b>Governance Group</b> | CPA Management Group             |

### Purpose of the Report

To present a discussion paper for the Management Group on the potential role of the Health Determinants Research Collaboration Aberdeen (HDRCA) supporting the implementation of the LOIP 2026 – 26 through the lens of 10 enablers proposed in the draft LOIP.

### Summary of Key Information

#### 1 BACKGROUND

- 1.1 The HDRCA has provided, and will continue to provide, a range of support to Community Planning Aberdeen. This includes the development of the embedded researcher roles for each Outcome Improvement Group. As the potential recommissioning of the HDRC (by its funder the National Institute for Healthcare Improvement) is being considered, the HDRCA is planning its future priorities and operational model. This includes further developing its approach to providing practical support and transference of skills and knowledge through Community Planning Aberdeen.
- 1.2 The draft LOIP 2026/36 proposes 10 enablers of change and the attached paper draws upon HDRCA's plans for its future operational model to outline the nature of support which might be provided in relation to each of these enablers. The paper also highlights some actions which Community Planning Aberdeen should consider, upon which HDRCA support would be predicated.
- 1.3 It is clear that CPA already has well developed approaches for some of the enablers and that HDRCA will be more actively involved in work for some of the enablers than others.

#### 2 CONCLUSION

- 2.1 Whether and how HDRCA is recommissioned, it is planning to deepen its relationship with Community Planning Aberdeen and will have a role in supporting the implementation of the LOIP 2026-26 through these proposed enablers. The nature and extent of that support will, of course, depend on the

requirements of CPA and each Outcome Improvement Group, as well as the capacity and capability available within and through the HDRCA. This will be an ongoing dialogue through the governance structures of CPA.

### 3 NEXT STEPS

3.1 See recommendation below.

#### Recommendations for Action

This paper is presented for discussion at the CPA Management Group. HDRCA will contribute and respond to that discussion, ensuring it informs further collaboration and prioritisation between CPA and the HDRCA.

#### Opportunities and Risks

There remain opportunities for further collaboration between CPA and the HDRCA including:

- improved evidence for planning improvement and evaluating impact
- further funding opportunities through research calls and collaborative working with academics

The main risks include:

- overstressing available resources without sufficient prioritisation;
- not satisfying the funding body's requirements of the grant award; and
- insufficient joint planning leading to duplication of effort with limited resource.

#### Consultation

None.

#### Background Papers

None.

Contact details:

|                      |                                                                                |
|----------------------|--------------------------------------------------------------------------------|
| <b>Name</b>          | Martin Murchie                                                                 |
| <b>Title</b>         | Director, Health Determinants Research Collaboration Aberdeen                  |
| <b>Email Address</b> | <a href="mailto:mmurchie@aberdeencity.gov.uk">mmurchie@aberdeencity.gov.uk</a> |

# Report: HDRC Support for CPA Enablers of Change

This report outlines how the Health Determinants Research Centre (HDRC) can support Community Planning Aberdeen (CPA) to maximise its ten enablers of change. For each enabler – as defined in the LOIP – we set out the intent of the enabler, recommend elements of the CPA work programme required to realise it, identify how HDRC can contribute as an active delivery enabler translating research capacity into system leadership, learning and improved outcomes, and detail practical roles the HDRC could fulfil.

## Strategic Vision

### Enabler intent:

- Ten-year rolling Local Outcome Improvement Plan provides a clear, shared direction, refreshed every five years to ensure relevance.

### Community Planning Aberdeen:

- Develop and maintain a long-term Local Outcome Improvement Plan spanning ten years.
- Implement formal mechanisms for periodic refresh (every 5 years) with stakeholder input.
- Align partner activities, stretch outcomes and projects to the agreed vision throughout the lifetime of the plan.

### HDRC can contribute to:

- Provide robust evidence on the social determinants of health that inform the vision and its priorities.
- Synthesise and interpret findings from local and national research to inform realistic ambitions and targets.
- Facilitate vision-setting discussions to translate empirical knowledge into strategic foresight.

### Practical HDRC role:

- Produce briefing papers summarising the best available evidence underpinning priority areas of the vision.

- Facilitate the organisation of workshops and seminars to co-design the vision, priorities, ambitions and targets. surface learning and co-design vision refresh criteria.

## Collaborative Leadership

### Enabler intent:

- Robust governance structures foster shared leadership and accountability. Alignment of single system strategies enables partners to contribute to stretch outcomes.

### Community Planning Aberdeen:

- Establish and maintain clear governance frameworks that define roles, responsibilities and accountability across partners.
- Align separate system strategies (health, social care, housing, etc.) under a common set of priorities.
- Embed co-leadership mechanisms (joint chairs, co-leads, rotating leadership) to share ownership.

### HDRC can contribute to:

- Provide robust evidence on best practice models of collaborative governance in multi-agency contexts.
- Evaluate existing leadership structures and recommend evidence-informed improvements.
- Embed academic partners into leadership structures (as per the Embedded Researcher project) to bridge research and practice.

### Practical HDRC role:

- Draft guidance on effective, adaptive governance

## Data and Evaluation

### Enabler intent:

- Priorities and system changes grounded in data, ensuring interventions are targeted, evidence based and can be evaluated. Share data effectively and put systems in place to support system change delivery.

### Community Planning Aberdeen:

- Invest in shared data infrastructure, platforms and information sharing frameworks.



- Agree common indicators and evaluation methodologies across partners.
- Build analytical capacity in partner organisations to interpret and act on data.

### HDRC can contribute to:

- Analysis of existing datasets (health inequalities atlas, matched datasets) and identify and address gaps.
- Inform the evaluation of stretch outcomes and interventions through systematic and rigorous evaluation frameworks and theories of change.
- National data initiatives and emerging techniques (AI for predictive analytics) based on stocktake priorities.

### Practical HDRC role:

- Identify appropriate and suitable evaluation frameworks for complex system changes.
- Support consistent approaches to data interpretation which can be shared across partners and localities.

## Integrated Working Across Systems

### Enabler intent:

- System-level changes are prioritised to encourage transformation and integration. Cross-cutting improvement aims reduce duplication, maximise resources and unite partners behind shared outcomes.

### Community Planning Aberdeen:

- Map existing pathways and processes across sectors to identify duplication and barriers to integration.
- Develop cross-agency improvement aims and joint change teams that cut across traditional silos.
- Monitor and refine integration via regular cross-system fora and shared accountability measures.

### HDRC can contribute to:

- Robust research evidence about integrated systems and the social determinants of health to guide whole system transformation.
- Sessions bringing together multiple agencies to design bespoke interventions and evaluate their integration to practice.
- Evaluation of cross-cutting projects, feeding back lessons on what works to integrate systems.

## Practical HDRC role:

- Support the use of integration mapping tools and analytical templates informed by academic best practice.
- Evaluate projects and produce insight reports.

## Quality Improvement

### Enabler intent:

- A common improvement methodology underpinning system level change.

### Community Planning Aberdeen:

- Adopt a recognised QI methodology (e.g. Model for Improvement, PDSA cycles) to deliver community planning outcomes
- Build a programme of QI training and coaching available to staff at all levels.
- Establish fora for sharing QI results and scaling effective innovations across the system.

### HDRC can contribute to:

- Embedding evidence into decision making .
- A repository for QI case studies and learning drawn from its involvement across Aberdeen and national networks.

## Practical HDRC role:

- Support evaluation of tests of change.
- Align learning from QI studies with the North East Health Atlas.

## Communication

### Enabler intent:

- Consistent, strength based communication that tackles stigma and supports behaviour change.

### Community Planning Aberdeen:

- Develop an overarching communications strategy that ties together the different outcomes and partners.
- Use multiple channels to maintain consistent messaging and reinforce common values (e.g. stigma reduction).

- Measure communication impact, adapt messaging and feedback from communities.

### HDRC can contribute to:

- Translation of research findings into effective communication
- Evidence-informed messaging materials (briefing papers, infographics and blog posts).

### Practical HDRC role:

- Provide communication, seminars and podcasts on stretch outcome priorities
- Inform communication and engagement strategies with robust evidence
- Disseminate research findings in various user friendly formats

This page is intentionally left blank



|                         |                                                                                |
|-------------------------|--------------------------------------------------------------------------------|
| <b>Progress Report</b>  | Draft Children's Services Statutory Plan 2026-31                               |
| <b>Lead Officer</b>     | Graeme Simpson – Cheif Social Work Officer, Chair of Children's Services Board |
| <b>Report Author</b>    | James Simpson – Performance and Strategy Development Officer                   |
| <b>Date of Report</b>   | 06 January 2026                                                                |
| <b>Governance Group</b> | CPA Management Group – 21 January 2026                                         |

|                                                                                                   |
|---------------------------------------------------------------------------------------------------|
| <b>Purpose of the Report</b>                                                                      |
| This report presents the draft Children's Services Plan for the Management Group's consideration. |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Summary of Key Information</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <p><b>1 BACKGROUND</b></p> <p>1.1 Part 3 (Children's Services Planning) of the Children and Young People (Scotland) Act 2014 requires every local authority and its relevant health board to jointly prepare a Children's Services Plan in respect of a three-year period.</p> <p>1.2 This Children's Services Planning process aims to improve outcomes for all children and young people in Scotland by ensuring that local planning and delivery of services is integrated, focussed on quality and prevention, and dedicated to safeguarding and the promotion of child wellbeing to prevent need from escalating.</p> <p>1.3 While overall responsibility for children's services planning rests with a Local Authority and its relevant Health Board, it is expected that the Local Authority and health board will work collaboratively with other members of the Community Planning Partnership (CPP), as well as with children, young people, and their families to develop Plans.</p> <p>1.4 To ensure that the reporting cycle of the LOIP and Children's Services Plan, remain directly aligned, it has been agreed that the Children's Services Plan will run a 5-year cycle to align with the proposed refresh and review of the LOIP 2026-36</p> <p>1.5 The actions, activities and outcomes of the Plan will remain under review through our Children's Services Plan Annual Report cycle</p> |

## 2. DEVELOPMENT OF THE CHILDREN'S SERVICES PLAN 2026-31 PRIORITIES

- 2.1 The draft Children's Services Plan 2026-31 is presented in Appendix 1 to this report and is the product of work which started in June 2025 when the Children's Services Board began the development of the Children, Families and Lifelong Learning priorities for the LOIP 2026-36, with the aim of ensuring full alignment of the two Plans.
- 2.2 The gathering and analysis of evidence and data also directly aligned with that of the LOIP, drawing the Aberdeen City Population Needs Assessment published in May 2025, and community feedback from the Your Place Your Plan Your Future, including capturing the views of 587 children and young people. Views from Care Experienced children and young people have been drawn from the Bright Spots Survey undertaken in 2024. Further population analysis has also been provided through, the CPA's involvement with the Collaboration for Health Equality in Scotland and the Aberdeen City Health Determinants Research Collaborative
- 2.3 On the basis of this analysis 2 Children's Services Board workshops were held across June and July to identify core priorities and system changes that would provide maximum impact on improved outcomes for children and families, subsequently these draft priorities/system changes were presented to the Fairer Futures Conference on the 27<sup>th</sup> of August 2025 for stakeholder feedback.
- 2.4 More extensive detail on the process and procedure for the development of the LOIP Priorities is provided in the cover report for the Draft Local Outcome Improvement Plan 2026-36, also on the agenda and so is not repeated here.
- 2.5 Subject to review of conference feedback the following priorities and System Changes and Improvement aims were identified for the Children's Services Board:

| Children Families and Life Long Learning |                                                                                                                                                       |                                                                                                                                                                                                                                                                                                   |
|------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Priority                                 | Improvement Aim                                                                                                                                       | System Changes                                                                                                                                                                                                                                                                                    |
| <b>Best Start in Life</b>                | Increase by 12% the percentage of children reviewed in Scottish Index of Multiple Deprivation 1 neighbourhoods meeting their developmental milestones | Case Worker                                                                                                                                                                                                                                                                                       |
| <b>Empowered and Resilient</b>           | Increase by 5% the number of young people who report always feeling safe in their school, community and home by 2031                                  | Co-created city centre safe space providing youth activities, communal spaces and access to supportive professionals as a contextual safeguarding response to Child Criminal Exploitation and substance abuse.<br>Develop a programme to support 12-18-year-old boys to become positive citizens. |
| <b>Attainment and Transitions</b>        | Increase by 35% the tariff scores for pupils in Scottish Index of Multiple Deprivation 1 neighbourhoods and other vulnerable groups by 2031.          | Supporting Young People at Risk of Disengaging from School<br>Sustained work experience opportunities as part of the curriculum offer<br>Neurodevelopmental Pathways Programme                                                                                                                    |

- 2.6 In line with the statutory guidance part 3 the Children's Services Plan expands on the summary content provided in the draft LOIP 2026-36 to provide more detail on the specific system changes and how they will be implemented.

### **3. DRAFT CHILDREN'S SERVICES PLAN 2026-31**

- 3.1 The draft revised Children's Services Plan 2026-31 is presented in Appendix 1

- 3.2 In line with the Local Outcome Improvement Plan, the key focus for the Children's Services Plan priorities are on children, young people, and families in living in SIMD 1, in order to identify and target support to those most in need to maximise opportunities for our most vulnerable to have improved outcomes.

- 3.3 The implementation of these changes will be aligned to our Whole System Family Support Model and approach through our Fairer Futures Programme

- 3.4 In addition to above it must also be noted that the Children's Services Plan is one of a suite of Statutory Plans which support delivery of the Local Outcome Improvement Plan. Strategic plans for children include our:

- Corporate Parenting Plan,
- Child Protection Improvement Plan,
- Children's Rights Report,
- Aberdeen City's Health & Social Care Partnership Strategic Plan,
- Education National Improvement Framework Plan,
- Early Learning and Childcare Delivery Plan and Accessibility Plan,
- Community Learning and Development Plan,
- Community Justice Plan,
- Locality Plans
- Child Poverty Plan.

- 3.5 To this end, in addition to detail on the LOIP/Children's Services Plan Priorities, the Plan expands on detail of our actions and approaches to these key statutory responsibilities, providing an overview of and links to associated Plans/reports.

- 3.6 At this stage in the Children's Services Plan development, a number of these associated Plans are still being finalised, once complete, links to these will be updated as soon as possible and all to be complete for the finalised publication of this Plan

### **4. DELIVERY OF THE PLAN, GOVERNANCE AND ACCOUNTABILITY**

- 4.1 Delivery of the Plan will be overseen by the Children's Services Board with progress against the system changes and preparations for legislation being reported to Community Planning Aberdeen. Initiation of the multi-agency improvement aims, and progress reporting will align with CPA 2026-36 reporting arrangements as they develop, with our established annual review of progress continuing over the lifetime of the Plan.



- 4.2 The Annual Report for Financial Year 2025/26 is currently in development and will be presented to the Community Planning Aberdeen Management Group and Board in due course with a view to this being published alongside the Children's Services Plan 2026-31 in June, to ensure consistency in the reporting format and cycle.
- 4.3 At this time, the Children's Services Board will retain its current governance structure to ensure that remaining LOIP 2016-26/Children's Services Plan 2023-26 activity is effectively transitioned into the new LOIP.
- 4.4 The Children's Services Board will undergo a review of its role, remit, and wider governance arrangements in line with the proposed CPA Governance review scheduled for March/April 2026, to ensure that relevant partners at an appropriate strategic level are present at the Board and any associated delivery subgroups.
- 4.5 Statutory guidance on the Children's Services Plan 2026-31 and Children's Services Plan Annual Report 2025/26 expects them to be published as soon as practicable after the 1<sup>st</sup> of April 2026, the guidance allowing for local governance arrangements approvals etc. to that end, the detailed timeline for approval/presentation is presented below in Section 5, with a view to full publication occurring in June in tandem with the LOIP 2026-36.

## 5 NEXT STEPS

5.1 Subject to endorsement at this meeting the next steps proposed are:

|                     |                                                                                                                             |
|---------------------|-----------------------------------------------------------------------------------------------------------------------------|
| <b>21 Jan 2026</b>  | Present to CPA Management Group                                                                                             |
| <b>2 Feb 2026</b>   | Further engagement on proposals for stakeholders led by Children's Services Board Chair                                     |
| <b>16 Feb 2026</b>  | Consultation on draft Children's Services Plan (aligning with consultation on the Local Outcome Improvement 2026–36) starts |
| <b>11 Mar 2026</b>  | Present to Anti- Poverty Committee                                                                                          |
| <b>20 Mar 2026</b>  | Consultation on draft Local Outcome Improvement 2026–36 ends                                                                |
| <b>Mar/Apr 2026</b> | Review of governance structure and membership                                                                               |
| <b>4 Apr 2026</b>   | Feedback from consultation to Groups                                                                                        |
| <b>26 Apr 2026</b>  | Groups submit final logic model and theory of change template                                                               |
| <b>28 Apr 2026</b>  | Present to Education and Children's Services Committee                                                                      |
| <b>30 Apr 2026</b>  | Submission of final draft Plan to the Management Group                                                                      |
| <b>20 May 2026</b>  | CPA Management Group approval of the Plan                                                                                   |
| <b>21 May 2026</b>  | Submission of final plan to the Board draft agenda deadline                                                                 |
| <b>25 May 2026</b>  | Submission of final plan to CPA Board                                                                                       |
| <b>11 Jun 2026</b>  | Final Children's Services Plan 2026-31 considered by Board for approval.                                                    |

## Recommendations for Action

It is recommended that the CPA Management Group:

- i) consider and approve the draft Children's Services Plan 206-31 for stakeholder and public engagement
- ii) note the next steps as detailed at section 5 presentation at the Anti-Poverty Committee on the 11<sup>th</sup> of March

## Opportunities and Risks

### Meeting our Statutory Responsibilities

The preparation of this Children's Services Plan satisfies the duty placed upon the Council and Health Board under section 8 of the Children and Young People (Scotland) Act 2014. The needs of children and young people most often require a strong multi-agency response. This Plan will support the further integration and collaboration across services supporting children and families to help realise improved outcomes. This Plan details how our 3 LOIP Priorities and associated System Changes will be realised over the next 5 years and will help to coordinate our work across the Community Planning Partnership. The Children's Services Plan prioritises prevention and is closely aligned with the National Improvement Framework.

### Evidence and Data

The revised Population Needs Assessment 2025, along with the Annual Report against the Children's Services Plan, Local Outcome Improvement Plan and the Locality Plan Annual Reports and the Your Place, Your Plans, Your Future engagement provide the ongoing evidence base for what Community Planning Aberdeen has achieved to date and areas where outcomes need to improve. Continued review and analysis of this information is critical to ensuring that the Partnership continues to respond to local need, taking into account the changing context and priority issues.

### Involving Children Young People and Families in Planning and Implementation of the Plan

Although extensive detail is provided in the draft Children's Services Plan regarding how the Children's Services Board and wider Community Planning Partnership's will involving children, young people and families in its development and delivery. It is essential that the proposed approaches to this involvement are established in a timely manner, working to embed children and young people views in our improvement work. Ensuring that these mechanisms currently in development are present on the Plans final publication so that children and young people can be meaningfully involved from the outset.

## Consultation

Community Planning Team  
Children's Services Board  
CSB Subgroups

## Appendices

Appendix 1                      Children's Services Plan 2026-31

## Background Papers

- [Report on Review of Community Planning Aberdeen's Approach to Improving Outcomes](#)
  - [Annual Outcome Improvement Report 2024-25](#)
  - Children's Services Plan Annual Report 2024-25
  - [Population Needs Assessment 2025](#)
- [Public Engagement 2025](#) and The [Aberdeen 2036: Towards a Fairer Future Conference report](#)

### Contact details:

James Simpson  
Performance and Strategy Development Officer (Community Planning)  
[JamesSimpson@aberdeencity.gov.uk](mailto:JamesSimpson@aberdeencity.gov.uk)

Children's Services Board Chair, Graeme Simpson  
Aberdeen City Council  
[gsimpson@aberdeencity.gov.uk](mailto:gsimpson@aberdeencity.gov.uk)

# CHILDREN'S SERVICES PLAN 2026-2031

Draft January 2026



# Contents

|                                                                      | Page      |
|----------------------------------------------------------------------|-----------|
| <b>Foreword</b>                                                      | <b>4</b>  |
| <b>Our Vision</b>                                                    | <b>6</b>  |
| <b>Introduction</b>                                                  | <b>8</b>  |
| <b>About Aberdeen' Children and Families</b>                         | <b>9</b>  |
| What Do We Know About Our Under 5s                                   | 10        |
| What Do We Know About Our School Age Children and Young People       | 12        |
| What Do We Know About Our Care Experienced Children and Young People | 14        |
| What Do We Know About Child Poverty in Aberdeen                      | 15        |
| Your Place, Your Plans, Your Future                                  | 18        |
| <b>Our Main Areas of Focus</b>                                       | <b>19</b> |
| How Are We Going to Achieve Our Vision                               | 20        |
| What System Changes We Will Make                                     | 21        |
| How We'll Know the System Changes Have Made a Difference             | 26        |
| <b>Helping to Support Our Children Young People and Families</b>     | <b>30</b> |
| Improving Educational Outcomes                                       | 31        |
| United Nations Rights Of the Child                                   | 35        |
| Keeping the Promise                                                  | 39        |
| Child Poverty                                                        | 49        |

# Contents

|                                                              |               |
|--------------------------------------------------------------|---------------|
| <b>Our Delivery Plan</b>                                     | <b>58</b>     |
| Governance - How We Will Make Sure We Are Achieving Our Aims | 59            |
| Best Start in Life                                           | 60            |
| Empowered and Resilient                                      | 65            |
| Attainment and Transitions                                   | 74            |
| <br><b>Glossary of Acronyms</b>                              | <br><b>83</b> |



## Foreword

It is my privilege, as Chair of the Children's Services Board, to introduce the Children's Services Plan 2026–31—a blueprint for real and lasting change for Aberdeen's children, young people, and families. This plan is rooted in our commitment to ensure that, by 2036, every child and young person in Aberdeen has the opportunity to fulfil their potential, regardless of background or circumstance. Our vision is bold but clear: to close the gaps that persist in our city, particularly for those living in our most deprived communities.

We recognise that too many of our children still face barriers that prevent them from fulfilling their potential. The data shows us that: almost one in five children in Aberdeen live in poverty, and the impacts of deprivation are felt most acutely in our priority neighbourhoods. Our Plan sets out a determined response, emphasising early intervention, whole-family support, and to challenge the structural inequalities that hold families back. We will focus our efforts where they are needed most, ensuring that resources, expertise, and compassion reach those living in our priority neighbourhoods.

Ensuring a children's rights are at the heart of all we do our approach is shaped by the voices of children, young people, families, and communities. Through extensive engagement, we have listened carefully to what matters most to them—safety, opportunity, belonging, and a genuine say in shaping their future. This feedback, coupled with robust local data and the expertise of our partners, underpins the three central priorities of this plan:

- **Best Start in Life:** We will ensure that our most vulnerable families are supported from the earliest stages and are empowered to access joined-up, proactive support, especially to families in SIMD1 areas. We aim to break the cycle of disadvantage and give every child the foundation they deserve.
- **Empowered and Resilient:** We will work alongside children and young people to co-create safe spaces and provide access to support and activities that foster resilience. Our focus will be on those at greatest risk of exploitation, substance use, and disconnection, ensuring that no child is left behind.
- **Attainment and Transitions:** We are committed to closing the attainment gap by offering tailored support to young people at risk of disengaging from education, enhancing work experience opportunities, and improving pathways for those awaiting neurodevelopmental assessment. Our goal is for 95% of young people in SIMD1 and vulnerable groups to achieve a positive destination on leaving school by 2036.



## Challenging Child Poverty

Central to our vision is our focus to reduce child poverty. We will use data-driven tools to identify and support families facing hardship, expand financial inclusion initiatives, and address barriers to access to healthcare, affordable childcare, housing, and food security. Our whole-family approach means support will not be piecemeal, but coordinated, timely, and empowering—helping families to build resilience and stability for the future.

Real change will only be achieved through meaningful collaboration across all sectors—local government, health, education, the voluntary sector, and, most importantly, families themselves. We are committed to transparency and accountability, with clear measures to track progress and a governance structure that ensures every partner plays their part.

Let's work together, to challenge ourselves and each other, and to make Aberdeen a city where every child is valued, supported, and able to flourish. The Children's Services Plan 2026–31 is not just a document, it is our shared promise to the children and families of Aberdeen to enable them grow up loved, safe, and respected, realizing their full potential. Together, we can deliver on that promise.

### Graeme Simpson

*Children's Services Board Chair,*

*Chief Social Work Officer, Aberdeen City Council*



# Our Vision

By 2036 we want to make sure that all children and young people in Aberdeen achieve their potential. To achieve this, we have set ourselves a 10-year goal that:

***95% of young people in the Scottish Index of Multiple Deprivation 1 and vulnerable groups achieve a positive destination on leaving school by 2036***

## Why is this a priority?

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. In Aberdeen, increasing numbers of children live in poverty, have disabilities, additional support needs, or developmental concerns before starting school.

Page 168  
Children from deprived areas are more likely to experience poor health, miss developmental milestones, and face barriers such as parental smoking and being overweight. By age 16–19, participation in education, employment, or training is significantly lower in the 20% most deprived areas (83.5%) compared with the least deprived areas (95.9%). Young people who are trauma-experienced or at risk of disengaging from school require targeted support to prevent lifelong disadvantage. Community feedback highlights the need for safe, affordable, youth-focused spaces, activities, and accessible lifelong learning opportunities. Without intervention, these inequalities will continue to limit positive destinations and long-term outcomes for children and young people.

## Our Response

We will adopt a whole-family approach, providing early, proactive support to children and families before and after birth. Families will be offered a trusted case worker to navigate services, build connections, and address risks to wellbeing. Children and young people will be empowered through co-created, safe, and welcoming spaces, with access to trusted adults, and initiatives to build confidence and emotional skills. We will improve early identification and coordinated multi-agency responses for those affected by exploitation, substance use, or developmental delays, ensuring timely and effective support.

We will provide bespoke support for young people at risk of leaving school without a positive destination, develop work experience programmes that bridge classroom learning with practical workplace skills, especially for disengaged young people. We will also support families with children awaiting neurodevelopmental diagnoses to ensure early access to tailored support.

## Where We Are Heading

By 2036, through collaborative planning and our system changes across the life course, from early years support to empowering young people and supporting their attainment and transition, we aim to break cycles of deprivation, foster resilience, and ensure every child and young person in Aberdeen has the opportunity to achieve a positive destination on leaving school.



# Introduction

This Children's Services Plan explains our goals to supporting all children and young people in Aberdeen by the year 2036 and outlines the steps we will take over the next 5 years to reach those goals. We have organised the plan into four simple sections so you can see what we are focusing on and how we will make a difference.

Here is what you will find inside:

- **About Aberdeen's Children and Families:** This section shares some main facts and figures about local children, young people, and families. It also includes what our communities, children and young people have told us about what matters most to them and what they think we should work on over the next ten years.
- **Our Main Focus Areas:** Here, we explain the three main priorities we have chosen, based on the information we have gathered. We will describe what these are and what we plan to do to achieve them.
- **Supporting Our Children, Young People and Families:** This part goes into detail about our work to support national priorities, such as education, involving children and young people in important decisions, supporting those affected by poverty, and helping children and young people who are or who have been in care.
- **How We will Make It Happen:** The last section explains who will be leading the work and how we will make sure these plans turn into real action. It also includes a clear list of the main activities we will carry out to achieve our goals.

We hope this plan makes it clear what we aim to achieve for children and young people in Aberdeen, and how we will work together to make these changes happen.

# About Aberdeen's Children and Families

This section of our Plan is a summary of statistics on children and young people in Aberdeen and will give you highlights of key information about their current situation. This information is part of a much wider and detailed set of documents, if you would like to find out more you can find the links to these here:

## **Aberdeen City Population Needs Assessment**

Our Population Needs Assessment (PNA) has up-to-date statistics about everyone in the city, including children and young people: [PNA-2025-draft-health-determinants.pdf](#)

## **Children's Services Plan Annual Report**

Our Children's Services Plan Annual Report offers a more detailed evaluation of the work we have used to inform the priorities set out in this Plan: [Aberdeen-City-Childrens-Services-Plan-Annual-Report-2024-2025-FINAL.pdf](#)

*The details in the PNA and the Annual Report form what we refer to as a Joint Strategic Needs Assessment, helping to identify our key priorities.*

## **Your Place, Your Plans Your Future**

You can find the full report on what our children, young people and communities told us were a priority in our You Place Your Plans Your Future Final Report: **ADD LINK**

## **Community Planning Aberdeen**

There are also plenty of other useful resources and links on our Community Planning Aberdeen Website: [Home - Community Planning Aberdeen](#)

# What do we know about our Under 5s?

## Maternal Health in Aberdeen

How healthy a mum is during and just after pregnancy can have a significant effect on a baby's start in life. In Aberdeen, there are some positive signs, but also areas that need more attention:

**Smoking during pregnancy:** Around 9.6% of pregnant women in Aberdeen smoked when they first saw a midwife. This is slightly better than Scotland's average (10.7%), and the number has gone down over time. However, in our priority neighbourhoods in the city, 25% of pregnant women smoke, compared to just 2.8% in the most affluent areas, indicating a large gap impacted by poverty.

**Maternal obesity:** 25% of pregnant women in Aberdeen are classed as obese (BMI of 30 or above), which is slightly lower than the Scottish average (27.5%). Like smoking, obesity is more common in our priority neighbourhood (32.7%) than in the most affluent areas (19.8%).

**Drug use during pregnancy:** Between 2021/22 and 2023/24, 121 mothers were recorded as having drug misuse, about 20.2 cases per 1,000 pregnancies, higher than the Scottish average of 17.9. Thirteen babies were affected by their mothers drug use, though this number has gone down in recent years.

**Breastfeeding:** 43% of babies were exclusively breastfed at their 6–8-week check-up, much higher than the Scottish average of 32.3%. However, this also varies a lot across the city – from just 16.5% in Northfield to 73.6% in Cults, Bieldside & Milltimber East.

**Premature births and low birth weight:** 8.7% of babies are born before 37 weeks (slightly higher than the Scottish rate of 8.3%). About 82% of full-term babies are born at a healthy weight, which is slightly better than Scotland as a whole.

**Infant deaths:** The infant death rate in Aberdeen is 4.2 per 1,000 live births, which is higher than the Scottish average of 3.5. This rate has increased compared to previous years.

## How Children Are Doing by Primary 1

By the time children reach Primary 1, the difference in health outcomes for certain children becomes clearer. We are doing well in some areas, but there are still some children and communities that would benefit from more support:

**Healthy weight:** In Primary 1, 77.3% of children in Aberdeen are a healthy weight, slightly higher than the Scottish average (76.5%). But in priority neighbourhoods, only 72.9% are a healthy weight compared to 82% in the wealthiest areas of Aberdeen.

**Immunisation:** By age 2, 95.1% of children in Aberdeen have had their main vaccines, meeting the national target for the '6-in-1' jab. But the rate for the MMR (measles, mumps, rubella) vaccine is only 90.1%, below the 95% target, and some parts of the city have much lower rates.

**Developmental checks:** At the age of 27-30 months, nearly 90% of children had no concerns at their development check. However, the number of children with at least one concern ranged from just 1% in some neighbourhoods to 18% in others.

**Dental health:** 71.1% of Primary 1 children have no obvious tooth decay, a little below the Scottish average (73.9%), and again, priority neighbourhoods had a lower percentage of children with no obvious signs of tooth decay.

**Exposure to second-hand smoke:** 8% of babies are exposed to second-hand smoke at 6-8 weeks, higher than the Scottish average of 6.4%.

### Areas for Improvement

- The gap between our most and least affluent areas is large for many health measures, including smoking in pregnancy, obesity, breastfeeding, and child health.
- The rate of infant deaths is higher than the national average and rising.
- Some areas have low rates of healthy weight, good dental health, and vaccination uptake.





# What do we know about our School Age Children and Young People

**School Attendance and Positive Destinations:** Aberdeen maintains strong overall attendance rates, with primary school attendance at 92.9% and secondary schools at 89.7% for the 2023/24 academic year. The combined attendance rate of 91.6% is higher than the Scottish average of 90.3%. Additionally, 93.6% of school leavers achieved a positive initial destination in 2023/24, matching the previous year's result and reflecting robust post-school pathways, though slightly below the national rate of 95.7%. For those with additional support needs, the positive destination rate was 89.4%.

**Attainment and Qualifications:** Achievement of Curriculum for Excellence Levels (ACEL) compares favourably with the Scottish average in many areas. In 2023/24, 81% of primary one pupils achieved the expected Early Level in reading and writing (equal to or better than Scotland's 81% and 79%, respectively). Numeracy attainment was also strong, with 86% of P1 pupils meeting the expected level, above the Scottish average of 85%. In secondary education, 84% of school leavers achieved literacy and numeracy at SCQF Level 4 or better, and 65% achieved Level 5 or better. The proportion of pupils gaining five or more awards at Level 5 increased to 66%.

**Inclusion and Additional Support:** We strive for a commitment to inclusion with 36.6% of primary and 48.1% of secondary pupils identified as having Additional Support Needs in 2024. The most common reasons for support were English as an additional language and social, emotional, and behavioural difficulties. Notably, 23.6% of all pupils did not have English as their main home language, reflecting the city's diversity. The rate of pupils with declared disabilities (18.2 per 1,000) is lower than the Scottish average (37.1 per 1,000).

**Persistent Inequalities:** Despite overall successes, significant disparities persist, particularly linked to deprivation. In all subject areas, a smaller proportion of pupils from the most deprived 20% achieved expected levels compared to those from the least deprived 20%. For example, attendance for pupils registered for Free School Meals was 83.5%, compared to 92.1% for non-registered pupils. Exclusion rates were also higher among the most deprived quintile (33.4 per 1,000 pupils) and those on Free School Meals (51.7 per 1,000).

**Persistent Absence and Exclusions:** The rate of persistent absence (10% or more sessions missed) in 2024 was 27.5%, with secondary schools experiencing the highest levels (33.6%). Exclusion cases increased to 646 in 2022/23, up from 408 in 2020/21. It should be noted school rolls increased by 1 600 in the same time period. However, these figures underscore the need for continued focus on attendance and behaviour support

**Achievement Gap and Destinations:** The attainment gap between the most and least deprived remains pronounced. The average total tariff score for pupils in the most deprived quintile was 481, compared to 1,198 for those in the least deprived. Positive follow-up destinations for school leavers were lower in the most deprived areas (82.9%) than in the least deprived (95.3%)

**Support for Looked After Children:** Educational outcomes for looked after children lag behind the wider population. In 2022/23, 68.8% of looked after children left school with one or more qualifications at SCQF Level 4, compared to 87% for all pupils. Attendance rates for looked after children were 88.4%, above the national average, but exclusion rates were significantly higher (164 per 1,000 looked after pupils versus 96.9 nationally). Positive destination rates for looked after children, while improving, remain lower than the general population (81.3% vs 90.1%)

**Mental Health and Wellbeing:** Levels of mental health and wellbeing among children and young people require ongoing attention. SHINE Mental Health Surveys indicate that 1 in 5 P6 & P7 and 1 in 3 S1-6 pupils experience low mood, with higher prevalence among those from less affluent backgrounds and those who do not disclose their gender. Suicide rates among young people aged 11–15 have increased from 6.2 per 100,000 (2016–20) to 8.2 per 100,000 (2018–22), highlighting the importance of tailored mental health support within school.

### Areas for Improvement

- Some children from our priority neighbourhood families or those who need extra help aren't achieving as well as their peers, with a significant gap between their results and those from more affluent families.
- A proportion of pupils are missing periods of school or being excluded, especially in secondary schools and among those in priority neighbourhoods.
- Mental health concerns like feeling sad or worried are becoming more common in young people, and more support is needed to help them feel better and safe at school.



# What do we Know About Our Care Experienced Children Young People

**How Many Children Are Looked After?** On 31 July 2024, there were 454 looked after children in Aberdeen City. This is about 1.8% of all children aged 0-17 in the city, which is a bit less than the Scottish average (2.2%). More boys than girls are looked after (60.1% boys), and nearly 1 in 5 (18.7%) are under 5 years old.

**Where Do Looked After Children Live?** Most looked after children in Aberdeen live with foster carers (46%). Some are looked after children who live within their family network. (called kinship care), but this is less common in Aberdeen (34.1%) than in Scotland overall (54.1%). Sometimes, children have to move homes more than once in a year. In 2023-24, 20% of looked after children had more than one placement—this is higher than the Scottish average.

**Why Do Placements Change?** Children may change homes for positive reasons, like moving to live with adoptive families or being reunited with brothers and sisters. Sometimes, if a child needs safety quickly, they might have to move again until a suitable place is found. Social workers and carers work hard to make sure changes are as smooth as possible, and extra support is given to help children settle. Nationally, we know, there is a significant shortage of foster care placements, and this can also contribute to placement moves.

**Education and School Life** Looked after children face extra challenges in school. In 2023/24, 70.3% of looked after school leavers in Aberdeen got at least one qualification at SCQF level 4). This is somewhat lower than the Scottish average but is improving.

Attendance at school for looked after children was 88.4% (better than the Scottish average), but their exclusion rate (when pupils are sent home because of behaviour) was much higher in Aberdeen (164 per 1,000 pupils) than the rest of Scotland (96.9 per 1,000).

**What Happens After Leaving School?** After leaving school, young people hope to move into jobs, more education or training. In 2023/24, only 60% of looked after school leavers in Aberdeen had a positive outcome (like getting a job, starting college, or training). This is lower than in the rest of Scotland and has dropped compared to previous year

# What do we know about Child Poverty in Aberdeen

**Poverty in Aberdeen City:** Poverty is still a significant concern in Aberdeen, with big differences depending on where people live and their backgrounds. The Scottish Index of Multiple Deprivation shows things have got worse recently: the number of neighbourhoods among the 20% poorest in Scotland went up from 22 in 2016 to 29 in 2020, and the number in the poorest 40% rose from 28% to 33.2%. On the other hand, 36.7% of areas are still among the 20% best-off.

The city has usually had better than average wages and a strong economy, mainly because of the oil and gas industry. However, as the city moves away from oil and gas, and with prices rising and the cost of living going up, low-income families and vulnerable people have been hit harder than others.

**The Working Population:** Poverty is closely connected to having a job and having the right skills. Aberdeen's economy is expected to grow more slowly than other UK cities, with less than 1% growth each year. Even so, the city is working to improve things by investing in new skills, green energy, and different types of businesses to help the economy recover.

In 2024, people working full-time in Aberdeen earned an average of £721.70 a week, less than the Scottish average of £740.00. The pay gap between men and women has become smaller, but some differences remain. Even with these issues, people in Aberdeen still earn more on average than people in other parts of Scotland and the UK.

Fewer people from ethnic minority backgrounds and young people are in work. In 2023, 16.2% of households in Aberdeen had no one working, which is about 13,700 households. One in seven homes had nobody in employment, and ethnic minority groups were especially affected, with 28.5% not working.

**Families Living in the 20% Least Affluent Areas:** By the middle of 2022, 20,893 people in Aberdeen were living in the least affluent 20% of areas, including 3,770 children. In 2023/24, 5,615 children were living in families with low incomes (before housing costs), which is less than the 6,163 in 2022/23. Most of these children (66.7%) were in families where someone worked, and nearly a quarter (23.2%) were under five years old. More than half (58.2%) of children in low-income families lived with just one parent. The percentage of children aged 0-15 in low-income families was 12.3%, down from 14.5% in 2022/23, and lower than the Scotland average of 16.3%. However, these numbers changed a lot depending on the area, from none in wealthy neighbourhoods to 31% in City Centre East.

**Child Poverty:** According to the End Child Poverty coalition, in 2023/24 about 7,825 children (aged 0-15 or 16-19 in full-time education) in Aberdeen were living in poverty after paying for housing, which is 19.1% of children, compared to 23% for Scotland overall.

Child poverty is especially high in families where no one works or where incomes are very low. In 2023/24, 12% of low-income households had children aged 15 or under—about 3,600 children. The city has responded by offering more support to help people find jobs, providing cheaper childcare, and opening more community food pantries.

**Food and Fuel Concerns:** Worries about having enough food are rising. In May 2024, 20.7% of people who answered a City Voice survey said they only ate a few types of food, 13.6% couldn't eat healthy meals, 13.3% ate less than they thought they should, and 9.4% were concerned about not having enough food. Foodbank use has gone up, with 55,522 parcels given out in 2023/24—over 4,600 a month.

Heating costs are also a big worry, especially for people in social housing, disabled people, single-person households, and minorities. The latest official figures (2017-19) say that 26.1% of households struggled to pay for heating, which is up from 23% in 2016-18, and more than the Scottish average of 24.4%. In May 2024, 24.6% of people said they worried about heating their homes, which is much higher than the 10% in 2021.

**Rise in homelessness:** In 2024-25, there were 1,778 homelessness presentations to the council, an increase of 1.8% (1,747) on the previous year, whilst still high, a less sharp rise than the 25% reported in 2022-23.

In March 2025, 376 households were in temporary accommodation (down from 442 in March 2024), 80 of these households had either pregnant women or children in them. 492 young people (aged 16 - 24 years old) applied for homeless assistance in 2024/25, a slight increase of 1.9%, since 2021/22 there has been a more significant increase of 55% (from 318)

### Areas for Improvement

**Financial Support for Families:** Families living in Aberdeen's most deprived communities face significant challenges linked to child poverty. Financial support is crucial: families need help to access benefits, grants, and free school meals, with streamlined referrals and clear information and access to community food pantries.

**Employability Support for Parents:** Support for parents in finding jobs, affordable childcare, offering joined-up, proactive support and listening to families' experiences

**Health and Wellbeing Support:** for healthy pregnancies, healthy weight, and breastfeeding, as well as easier access to dental care and immunisations. The data shows the importance of early intervention, ensuring families get help before problems escalate, and co-designing services with community input

**Health Care Costs:** Local health professionals have told us that many parents have difficulties attending healthcare appointments due to lack of transport or not being able to get time off work. While services are trying to reduce the number of appointments, or offering digital appointments if appropriate, sometimes people do need to be seen in person, and not everyone has easy access to the internet.





# Your Place, Your Plans Your Future: What have our Communities Told Us:

People of Aberdeen and our communities are at the heart of Community Planning Aberdeen. 2087 people across Aberdeen, including 587 children and young people, shared what matters most to them through our Your Place, Your Plans, Your Future engagement. The engagement ran from 24th March to 18th May 2025 and was a combination of the following:

- online survey for adults
- online survey designed for children and young people.
- Six local events, with specific activities designed by the Aberdeen Youth Movement and Aberdeen Ambassadors for children and young people.
- outreach programme where we went to 98 groups/schools/locations across Aberdeen and facilitated participation to meet people's needs.

## Engagement Results

Mean scores - all participants



Participants rated a range of place-and-community-related themes on a scale of 1–7 and contributed more than 13,000 comments about what they think is working well in Aberdeen and the areas they felt needed to improve. The data and comments have been considered alongside the Population Needs Assessment in making decisions about which priorities and system changes should be within the Local Outcome Improvement Plan. Read the full engagement report [here](#). Feedback to each of the themes raised as areas for improvement can be viewed [here](#).

| The five <b>highest ranking</b> themes were: | The five <b>lowest ranking</b> themes were: |
|----------------------------------------------|---------------------------------------------|
| Natural space (5)                            | Influence and sense of control (3.3)        |
| Play and recreation (4.3)                    | Traffic and parking (3.4)                   |
| Facilities and services (4.2)                | Work and Economy (3.7)                      |
| Social interaction (4.2)                     | Care and Maintenance (3.8)                  |
| Feeling safe (4.2)                           | Public Transport (3.8)                      |





# Our Main Areas of Focus

Taking into consideration all the information above as well as the wider data and evidence from our Population Needs Assessment, Consultation, feedback from our workforce and key stakeholders, we have developed our Strategic Priorities for our Children's Services Plan. The Plan will involve making 6 major system changes organised under three broad themes that we will make to our services to support those children, young people and families most in need of our support to improve their outcomes, these include:

## **Best Start in Life**

- We will make sure our most vulnerable families have a key link worker with them from before their child is born to support them in their first years.

## **Empowered and Resilient**

- Developing a Co-Located City Centre Safe space for our children and young people where they can get access to all the activities and professional supports they need.
- Building a youth-focused system that offers early, holistic, and trauma-informed support to young people at risk of substance use and exploitation.
- Develop a programme to support 12–18-year-olds boys to become positive citizens.

## **Attainment And Transitions**

- Supporting young people who have disengaged or are who at risk of disengaging with school, to achieve.
- Improving our Work Experience Offer and wider post school support.
- Making sure families awaiting a diagnosis for child awaiting a diagnosis of neurodivergence get help as soon as possible.

These priorities also form the core of the Children, Families and Lifelong Learning Section of our Local Outcome Improvement Plan for further details on the LOIP you can find information here: **ADD LINK WHEN PUBLISHED**

# What System Changes We Will Make

| BEST START IN LIFE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | EMPOWERED AND RESILIENT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | ATTAINMENT AND TRANSITIONS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Why is this a priority?</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Every child deserves the best start in life. Supporting parents and babies in the first 1000 days is crucial. This period shapes brain development, physical health, and emotional wellbeing. During this time of heightened vulnerability, the foundations of a child's lifelong health and development are established. If a baby's development falls behind during the first year of life, it is more likely they will fall even further behind in subsequent years. Early support lays the foundation for resilience, reduced risk of future health and social problems, and better outcomes. | The challenges of childhood aren't restricted to the early years, navigating teenage years is challenging for many young people as well as their parents and carers. Feeling safe and included in their community and not stigmatised, enables children and young people to develop self-confidence and trust. This nurturing environment fosters resilience, helping them face challenges, build strong relationships, and grow into empowered individuals.                                                                                                                                                            | Every young person has the right to have the best possible opportunity to achieve a positive and sustained destination on leaving school. Young people in the most deprived areas and in vulnerable groups often face more barriers that make it harder to stay engaged in education and achieve positive outcomes. Over time, these challenges can affect attendance, motivation, and confidence, increasing the risk of disengagement.                                                                                                                                                                                            |
| <b>What will we do?</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Using shared data, we will support professionals to identify vulnerable children and families early, before birth, so that support is proactive rather than reactive. Families will be provided with a trusted link worker who will build lasting relationships and help them access the services and receive the support they need. This will also support parents to make connections within their communities and build a network of support beyond the link worker.                                                                                                                           | We will work with children and young people to create a safe, welcoming city centre space where they can take part in activities, connect with trusted adults, and get support when needed. We'll make it easier for professionals and communities to share concerns about child exploitation through a new online portal, helping to spot and prevent problems early. Services will work more closely together to support young people affected by substance use or exploitation, ensuring they get the right help at the right time. Finally, a new programme will support boys build confidence and emotional skills | We will provide bespoke support for young people at risk of leaving school without a positive destination such as care experienced young people, those in our more deprived communities and those with Additional Support Needs or disabilities. The new work experience programme offers young people, particularly those disengaged from school, the chance to gain practical workplace skills alongside classroom studies, bridging the gap between education and employment readiness. We will go further to identify and support families with children awaiting a diagnosis to ensure they are provided with support earlier. |

## Best Start in Life

### Case Worker

If a child's development is delayed in their first year, they are more likely to continue falling behind as they grow. We know what puts children at risk of falling behind, so we want to use shared information to spot children who might not get the best start in life. To help, we plan to develop the role of a 'case worker' who will build a relationship with families and guide them through the early years. This person's job is to act as an advocate, enabler, and supporter, making sure the family gets all the help they need for their child to thrive. This role will include:

- Helping families deal with different services
- Organising assessments, referrals, and support between agencies
- Speaking up for the family's needs and wishes
- Making sure agreed actions happen on time

This role goes beyond that of a regular case worker, they will have the autonomy and authority to make requests, get quick responses, and sort out problems between different organisations. They will stick with the family throughout, identifying their needs and linking them to joined-up support. This might include help with healthy weight, immunisations, child development, and advice for parents on employment, mental wellbeing, and poverty.

The plan's first phase will test the case worker model in areas with high deprivation (SIMD 1), i.e. Torry or Northfield. Mapping similar services and developing shared training and service standards to ensure consistency across the city. If successful, the model will expanded to further SIMD1 communities.

The case workers role is especially important in deprived areas, where health and child development inequalities persist, and where professional stigma might hinder engagement. Acting as an unbiased advocate, building trust, and helping families get the support they need for the best start in life.

## Empowered and Resilient

**Co-create with children and young people, a city centre safe space providing youth activities, communal spaces, and access to supportive professionals as a contextual safeguarding response to Child Criminal Exploitation and substance abuse.**

Criminal Exploitation of Children (CEC) is an issue that is increasingly understood, but there are still many obstacles to enable young people to feel safe. In the Northeast, children are at heightened risk due to county lines drug dealing, where criminal groups from larger cities expand their activities into smaller towns and rural areas. The North is particularly affected, with about 84% of active county lines in Scotland operating there. Over a third of these groups are believed to be exploiting children.

The young people involved are overwhelmingly male (93%) and have an average age of 16 and a half. Worryingly, children under 18 are twice as likely as adults to show warning signs connected to knife crime. Neurodiversity, which includes conditions like autism or ADHD, is recognised as making some young people more vulnerable to being targeted for exploitation.

One of the main difficulties in tackling CEC is that it can be hard to spot. Many of the young people involved don't see themselves as victims and might think they are making their own choices, even though they are being manipulated. Because of this, their behaviour—like going missing from school or home, taking part in drug dealing, having unexplained money, or making friends with much older people—can be dismissed as normal teenage behaviour, rather than signs of exploitation.

The project aims to improve understanding of child criminal exploitation in Aberdeen by working closely with young people and the wider community. It will gather better insight to help identify risks sooner and manage them more effectively. Focusing on those aged 10 to 25 in the areas most in need, the project will offer education, one-to-one support, youth activities, and group work, all designed with input from young people themselves. A new crisis response system, based on assertive outreach, will help quickly support those at highest risk.

The project will link with existing services but will also refresh how support and education are offered, making sure young people get the right help at the right time. It will set up strong connections between different services, tailored to each individual's needs, and use both existing partnerships and new ways of working to improve support. The aim is to create a model that can be used for future projects and service planning. A standard screening tool will be used to collect consistent and high-quality information about criminal exploitation.

By 2036, the project plans to boost information sharing among young people, communities, and partner organisations, making it easier to spot and manage risks. An intelligence sharing portal and extra training for staff will help professionals tackle child criminal exploitation more effectively. The project will also create safe spaces, both online and in person, where young people can meet, learn, and get support, helping them to keep themselves safe.

## Empowered and Resilient

### **Develop a programme to support 12–18-year-old boys to become positive citizens.**

Gender based violence is a significant concern in our local schools. Data suggests that incidents of misogynistic behaviour are increasing, as are peer sexual assaults. These concerns have been highlighted by the Scottish Government in relation to violence with schools. Tackling misogyny is a priority within the Scottish Government action plan. Work to address gender-based violence in schools and in an extracurricular capacity is happening. For instance, through PSE or through Sports Programmes, but these approaches are not consistently applied across the city. In order to mitigate this a more targeted response is required.

This System Change will build on what we have learned from the Becoming a Man Programme and pilot projects at Dyce Academy. The goal is to help young boys by offering targeted support to reduce violence and emotional or behavioural issues, while boosting their confidence, resilience, and respect. By doing this, we hope to keep more boys engaged at school, help them complete their education, and lower the chance of them getting involved with the criminal justice system. The programme will focus on helping boys develop a positive sense of self, cope with personal difficulties, and feel like they belong.

We want young people to learn skills like managing emotions, showing empathy, becoming more self-aware, and building trust, which should lead to fewer aggressive behaviours and better school involvement. The intervention uses the BAM model and improves the Personal and Social Education curriculum in schools. Key elements include small group sessions for 8–12 boys, run over two years by trained adults or peers, one-to-one support for those who need extra help, and lessons centred on core values such as integrity, accountability, expressing anger positively, self-determination, respect for women, and setting goals. By teaching and practising these values, boys are expected to do better in school, make safer choices, and have improved mental health and future prospects.

### Supporting Young People at Risk of Disengaging from School

Some young people find it harder to do well at school and after leaving school because they have faced trauma, have additional support needs, or have disabilities. Offer varied opportunities in the curriculum, however this doesn't suit all young people. To help more young people succeed, we will make lessons and support more flexible and tailored to what each individual young person needs. Our data shows that some groups come to school less often, and it's difficult for them to return after being away. Schools have made attempts like giving students an Advocate and creating more options in the curriculum, but we still need to make bigger changes to support these young people better.

This proposed approach would identify young people at risk of disengagement earlier and would provide tailored support for target vulnerable young people. The new approach will ensure that the curriculum is flexible and adapted to meet each of the identified young people's needs to support their continued engagement. This approach would provide a tailored model with a range of options that support the young people's needs rather than the young person meeting the system. Example support could be:

- The CREW model: The CREW model has been tested in Northfield Academy and subject to evaluation will be rolled out to other schools. Primary teachers are employed to teach the first-year cohort with a focus on literacy, numeracy and building community.
- Named Mentor: A mentor would be paired with a young person to monitor their engagement (e.g., attendance, work completion, grades, etc.), provide individualised interventions based on level of need, working with parents and school staff, promote mentee problem-solving skills, emphasise the importance of school, and provide persistent, positive support.

### Sustained work experience opportunities as part of the curriculum offer

Currently, pupils at school (usually in S4–S6) get a chance to take part in work experience as part of their school learning, helping them to better understand jobs and working life. Schools set up these placements, often giving pupils one experience during the senior years or longer placements linked to things such as the SQA Employability Awards. Most of the time, these placements are short and happen just once, often only for a week or a few days, and are set at certain times during the school year. While these short placements are helpful, they don't give enough time for pupils who find school tough to get used to being at work and to learn what's expected of them.

The new work experience programme will be designed for young people who are disengaging from school. It will give them the chance to experience real jobs during the school year, learning by doing. By mixing work placements with school lessons over a longer time, it helps students use what they learn in class in real life and gets them ready for jobs in the future.

This system change gives more chances for young people leaving school to learn new skills and make connections with businesses. It will help schools and employers work together, making it easier for students to find jobs when they finish school. The programme is similar to foundation apprenticeships, which many young people find helpful for learning new skills and getting job experience. Employers can meet young people early and might even offer them jobs. A similar idea was tried last year with young people who have been in care, giving them extra support to help them feel confident and ready for work. Last year, 59 young people got help from this support.

## Attainment and Transitions

### Neurodevelopmental Pathways Programme

When a child or young person is thought to be neurodivergent, support can be put in place to help them and their family cope and to help the child join in with school and home life as much as possible. However, the support given can differ a lot depending on things like how much help is available, who qualifies, whether parents agree, and how confident staff feel. Some families say they feel left out, not listened to, or confused by the process.

Once a neurodevelopment concern is identified, they are often sent to Community Child Health (CCH) or Child and Adolescent Mental Health Services (CAMHS) to be assessed. Since 2020, more and more children are being referred, which means long waiting times to be seen. For example, on average, 12.7% of children at each school get referred to CCH every year, but in Northfield, it was 32.7% in 2024. Deciding between CCH and CAMHS is not always clear, and some children don't fit the criteria for either, so they miss out. For many, having a diagnosis does not change much unless they have ADHD, but families often hope a diagnosis will lead to more support.

This System Change will introduce a revised Neurodevelopmental pathway focussing on early identification and needs based support. This pathway was successfully tested in one of our Aberdeen City schools, providing interdisciplinary, health led support to families whose children were identified as neurodivergent. This was provided via the school, helping families get the interim supports they need while the assessment/ diagnosis process was underway. We aim to take key learning points from this successful model, along with the National Neurodevelopmental Pathways Specification and other evidenced-based practice to expand an effective and improved model to other schools in the community. Health professionals and school staff were able to better provide support to the young people whilst in the school while also streamlining the assessment process, resulting in a smoother and quicker pathway to diagnosis. Though the pilot was successful, this was a self-contained pilot and whilst the pilot school continues to utilise the techniques learned through the pilot, capacity to extend this has been limited by funding to employ relevant staff in schools. The aim of this system change would be to take the key elements of the work within the pilot and reconfigure pathways, process and ways of working together, into other schools in Aberdeen.



# How We will Know Our System Changes Have Made a Difference

In the table below we outline the key measures we will use to track our improvement

| CHILDREN, FAMILIES AND LIFELONG LEARNING                                                    |                                                  |                                                                                            |                                                                                                                         |                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                |
|---------------------------------------------------------------------------------------------|--------------------------------------------------|--------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Input                                                                                       |                                                  |                                                                                            | Output                                                                                                                  |                                                                                                                                                                                                                                                                                                                                    | Outcome                                                                                                                                                                                                                                                                                                                                        |
| System Change                                                                               | Lead Partner                                     | Target Population                                                                          | Output Measure                                                                                                          | Medium Term 2031                                                                                                                                                                                                                                                                                                                   | Longer Term 2036                                                                                                                                                                                                                                                                                                                               |
| <b>Best Start In Life</b>                                                                   |                                                  |                                                                                            |                                                                                                                         |                                                                                                                                                                                                                                                                                                                                    | <b>95% of young people in Scottish Index of Multiple Deprivation 1 and vulnerable groups achieve a positive and sustained destination on leaving school by 2036</b><br>Baseline:<br>Scottish Index of Multiple Deprivation 1: 84.5% (2023/24)<br>Looked After Children: 60% (2023/24)<br>Additional Support Needs/ Disability: 89.4% (2023/24) |
| 1.1 Provide vulnerable families a case worker and helping them access whole family support. | Aberdeen City Health and Social Care Partnership | Vulnerable families in Scottish Index of Multiple Deprivation 1 neighbourhoods/ Prevention | % of vulnerable families with children under five have a case worker<br><br>% of families engaged reporting no concerns | <u>Increase by 12% the percentage of children reviewed in Scottish Index of Multiple Deprivation 1 neighbourhoods meeting their developmental milestones</u><br><br>Baseline: 79.9% with no developmental concerns (SIMD1)<br><br>SIMD5 89.6% SIMD 5<br><br>20.1% in SIMD1 with developmental concerns (2023/24)<br><br>SIMD5 10.4 |                                                                                                                                                                                                                                                                                                                                                |

| CHILDREN, FAMILIES AND LIFELONG LEARNING                                                                                                                                                                                                                                       |              |                                                                                                                            |                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                            |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|----------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Input                                                                                                                                                                                                                                                                          |              |                                                                                                                            | Output                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                    | Outcome                                                                                                                                                                                                                                                                                                                                                                    |
| System Change                                                                                                                                                                                                                                                                  | Lead Partner | Target Population                                                                                                          | Output Measure                                                                                                                                                                                                                                                                          | Medium Term 2031                                                                                                                                                                                                                                   | Longer Term 2036                                                                                                                                                                                                                                                                                                                                                           |
| <b>Empowered and Resilient</b>                                                                                                                                                                                                                                                 |              |                                                                                                                            |                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                    | <b>95% of young people in Scottish Index of Multiple Deprivation 1 and vulnerable groups achieve a positive and sustained destination on leaving school by 2036</b><br><b>Baseline:</b><br><b>Scottish Index of Multiple Deprivation 1: 84.5% (2023/24)</b><br><b>Looked After Children: 60% (2023/24)</b><br><b>Additional Support Needs/ Disability: 89.4% (2023/24)</b> |
| 1.2 Co-creation with children and young people a city centre (and communities) safe spaces providing youth activities, communal spaces, and access to supportive professionals as a contextual safeguarding response to Child Criminal Exploitation and risk of substance use. | Police       | Children and young people at risk of Child Criminal Exploitation and risk of substance use /Prevention/ Early Intervention | No. of young people (by locality) using the safe spaces<br><br>% of young people at risk of substance use harm or exploitation who are actively supported through a multi-agency wraparound model, reporting improved SHANNARI measures<br><br>No. of youth anti-social behaviour calls | <u>Increase by 5% the number of young people who report always feeling safe in their school, community, and home by 2031</u><br><br><b>Baseline:</b><br>Safe at school – 41%<br>Safe in community - 40%<br>Safe at home - 82%<br>All settings -27% |                                                                                                                                                                                                                                                                                                                                                                            |
| 1.3 Develop a programme to support 12–18-year-olds boys to become positive citizens.                                                                                                                                                                                           | TBC          | 12–18-year-old boys in Scottish Index of Multiple Deprivation 1 neighbourhoods/ Prevention                                 | % of 12–18-year-old boys reporting sense of belonging or connection to peers.<br><br>No. of misogynistic incidents in schools.                                                                                                                                                          |                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                            |

| CHILDREN, FAMILIES AND LIFELONG LEARNING                                                                                                    |                       |                                                                                                                                            |                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                            |
|---------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Input                                                                                                                                       |                       |                                                                                                                                            | Output                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                       | Outcome                                                                                                                                                                                                                                                                                                                                                                    |
| System Change                                                                                                                               | Lead Partner          | Target Population                                                                                                                          | Output Measure                                                                                                                                                                             | Medium Term 2031                                                                                                                                                                                                                                                                                                      | Longer Term 2036                                                                                                                                                                                                                                                                                                                                                           |
| <b>Attainment and Transitions</b>                                                                                                           |                       |                                                                                                                                            |                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                       | <b>95% of young people in Scottish Index of Multiple Deprivation 1 and vulnerable groups achieve a positive and sustained destination on leaving school by 2036</b><br><b>Baseline:</b><br><b>Scottish Index of Multiple Deprivation 1: 84.5% (2023/24)</b><br><b>Looked After Children: 60% (2023/24)</b><br><b>Additional Support Needs/ Disability: 89.4% (2023/24)</b> |
| 1.4 Create bespoke support programmes for young people who are more likely to disengage from school and not achieve a positive destination. | Aberdeen City Council | Young people in Scottish Index of Multiple Deprivation 1 neighbourhoods and Vulnerable Groups of C&YP Prevention/Early Intervention        | No. of young people in bespoke support (by locality and group)<br><br>% increase attendance in learning<br><br>% of young people in with bespoke support achieving a positive destination. | <u>Increase by 35% the tariff scores for pupils in Scottish Index of Multiple Deprivation 1 neighbourhoods and other vulnerable groups by 2031.</u><br><b>Baseline:</b><br>SIMD1 tariff score: 55% of the overall tariff rate.<br>SIMD1 tariff score: 486,<br>SIMD 5 tariff score: 1203<br>Tariff score overall: 886. |                                                                                                                                                                                                                                                                                                                                                                            |
| 1.5 Sustained work experience opportunities as part of the curriculum offer                                                                 | Aberdeen City Council | Young people in Scottish Index of Multiple Deprivation 1 neighbourhoods and Vulnerable Groups of C&YP<br><br>Prevention/Early Intervention | No. of young people in sustained work (by locality and group)<br><br>% of young people in sustained work experiencing engaging with school and achieving a positive destination.           |                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                            |

| CHILDREN, FAMILIES AND LIFELONG LEARNING                                                                                    |              |                                                                           |                                                                                                                                                                                                                                                                                                                     |                  |                                                                                                                                                                                                                                                                                                                                                                       |
|-----------------------------------------------------------------------------------------------------------------------------|--------------|---------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Input                                                                                                                       |              |                                                                           | Output                                                                                                                                                                                                                                                                                                              |                  | Outcome                                                                                                                                                                                                                                                                                                                                                               |
| System Change                                                                                                               | Lead Partner | Target Population                                                         | Output Measure                                                                                                                                                                                                                                                                                                      | Medium Term 2031 | Longer Term 2036                                                                                                                                                                                                                                                                                                                                                      |
| 1.6 Establish a Neurodivergent pathway to provide multi agency support to families awaiting a neurodevelopmental diagnosis. | NHS Grampian | Children and Families of children awaiting a neurodevelopmental diagnosis | <p>No. of children with ESSENCE-D assessment completed</p> <p>% of children with neurodevelopmental differences and their families with a support plan in place, irrespective of diagnosis, within 12 weeks of identification within identified Scottish Index of Multiple Deprivation 1 neighbourhoods Schools</p> |                  | <p><b>95% of young people in Scottish Index of Multiple Deprivation 1 and vulnerable groups achieve a positive and sustained destination on leaving school by 2036</b></p> <p>Baseline:</p> <p>Scottish Index of Multiple Deprivation 1: 84.5% (2023/24)</p> <p>Looked After Children: 60% (2023/24)</p> <p>Additional Support Needs/ Disability: 89.4% (2023/24)</p> |

# Helping to Support Our Children, Young People and Families

Our Children's Services Plan priorities in the previous section, highlighted the main changes we will make to our systems and services to improve overall outcomes for children and young people in the city. However, our Plan also has the responsibility of explaining how we are going to address national priorities for children and young people. The section that follows provides an explanation of what we will do to support these national priorities, specifically on the topics of:

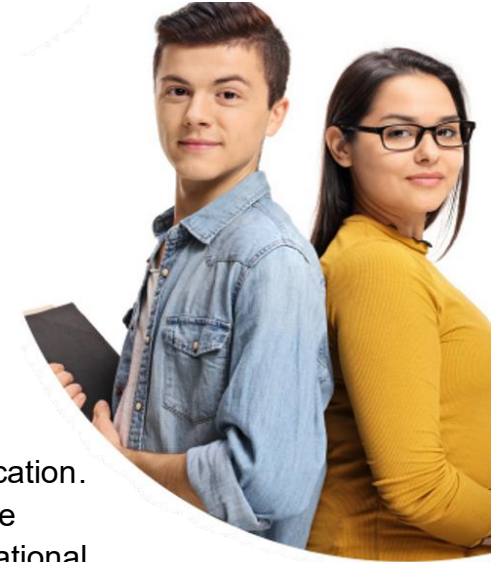
**Improving Education in Aberdeen**, linked to the National Improvement Framework

**Keeping the Promise**, ensuring sustained multi agency attention to improving the outcomes for children and young people who care experienced to deliver on the commitments set out in The Promise by 2030.

**Making sure we uphold Children's Rights** in line with the incorporation of the United Nations Convention on Rights of the Child into Scots law.

**And Tackling Child Poverty**, through our Child Poverty Action Plan

# Improving Educational Outcomes



## National Improvement Framework

We are strongly committed to making sure every child and young person in the city gets the best possible education. We work closely with schools, parents, community groups, and national partners to tackle challenges, celebrate successes, and strive to make school a positive and rewarding experience for everyone. The Aberdeen City National Improvement Framework (NIF) Action Plan is reviewed and updated annually to reflect the priorities of the education service. Below is a summary of the action we are undertaking and what we are planning in the years to come. If you would like further detail, you can find the latest evaluation here: [Aberdeen City National Improvement Framework Plan Evaluation 2024/25](#)

## Primary Schools

### Current Achievements and Improvements

Attainment across P1, 4 and 7 are consistent with national patterns. Marginal differences in literacy will be addressed through continued roll out of Cypic writing. By March 2026 staff from all schools will have accessed the professional learning offer ensuring consistent delivery across the city. Young people continue to have opportunities to participate in performance opportunities through established creative events bringing pupils from across all school communities together such as the Big Sing. School attendance rates are continuing to rise and remain above the national average. Schools continue to welcome pupils from different backgrounds, making classrooms more diverse and vibrant

## **Plans for Improving Learning Environments**

As part of the school estate plan improvements continue to be made to the school estate to make sure there are enough good spaces for learning. In the last session we opened the new Riverbank School in May 2025, offering excellent facilities for pupils in Tillydrone area of the city. Work has begun on renovations for both St Peter's and Ferryhill to provide welcoming and modern spaces with access to the outdoors providing the best possible learning environments for our young people.

## **Support for Teachers and Leadership**

Supporting teachers and school leaders is a key priority. Training programmes, such as Aspire2Lead and LeadWise, help both new and experienced leaders develop their skills. Every primary school has access to professional learning opportunities, including workshops on maths, literacy, and how to make lessons engaging and effective. Middle leaders take part in quality improvement visits to learn from each other and share what works well. We are also working to help more teachers become leaders, especially in areas where it's harder to recruit staff.

## **A Focus on Literacy, Numeracy and Wellbeing**

Primary schools are focusing on making sure every child can read, write, and use numbers confidently. We have rolled out a writing programme that has boosted achievement in writing at P4 and P7. There's a big push on maths too, with schools taking part in a new research project called MathsBURST, using fun activities to help children understand maths better.

Wellbeing is just as important as learning. Schools check in regularly with pupils about their mental health and happiness, and there's been a drop in children reporting low mood or loneliness. Programmes like "Being Me" help children feel good about themselves and learn about healthy habits. Free breakfast clubs and after-school activities support families and make school a welcoming place.

## **Inclusion and Addition Support for Learning**

In Aberdeen we continue to work hard to make sure all children, including those with additional support needs, get the help they need to succeed. The CIRCLE framework gives teachers practical tools and training to support children with learning or emotional difficulties. There are more places available for early learning and childcare, especially for children from low-income families or



those who need extra support. Staff are offered ongoing training in supporting children with trauma or behaviour challenges through our annual learning festival.

## Secondary Schools

### Current Achievements and Improvements

Secondary schools in Aberdeen have also made strong progress. The number of pupils gaining qualifications has reached record highs, with more entries for National 5, Higher, and Advanced Higher exams than ever before. Attainment (the number of pupils passing these exams) is increasing, and more young people are achieving one or more passes at SCQF Level 5 and 6. Schools are also seeing improvements in attendance.

### Plans for Curriculum Development Pathways

Aberdeen's secondary schools continue to offer a wide range of subjects and courses, so every young person can find something that interests them and prepares them for their future. The ABZ Campus project has increased the number of courses available, including foundation apprenticeships, skills-based subjects, and options for pupils with additional needs. Along with our system change to develop more work experience opportunities and partnerships with local employers, this will better equip our young people for their future careers.

### Support for Teachers and Leadership

Just like in primary schools, secondary teachers and leaders are supported in professional learning. Networks for learning and teaching, as well as subject-specific groups, will continue to help staff share ideas and best practice. Leadership programmes and mentoring for new head teachers and deputies are being expanded. We are also working to attract more teachers to subjects where it's hard to recruit, like STEM (science, technology, engineering, and maths).

### **Focus on Attainment, Skills, and Positive Destinations**

We aim to help every young person achieve their best and move into a positive destination after school, whether that's college, university, training, or employment. Schools use data to track progress and target support for pupils who need it most. There's a focus on closing the attainment gap between the most and least advantaged pupils, with targeted interventions and extra support for those who need it. With youth work and family learning teams supporting both family and pupils' wellbeing, confidence, and skills, helping them prepare for life beyond school.

### **Inclusion and Additional Support for Learning**

Secondary schools are committed to being inclusive. The CIRCLE framework and other support systems help staff meet the needs of all pupils. All schools work closely with partners with a particular focus on closing the gap for pupils who are care-experienced, young carers, or from families facing poverty.

### **Looking to the Future**

By improving school buildings, supporting teachers, focusing on literacy, numeracy, and wellbeing, expanding the curriculum, and making the most of technology, we will help pupils enjoy learning and prepare for their futures. Collaborating with families, community partners, and national organisations is at the heart of this work.

Key to ensuring this will be our focus on the Attainment and Transitions System Changes Identified in this Plan. Focussing support to those children and families in SIMD1 and in particular those children who are at risk of disengaging from school, will struggle to achieve a positive destination and those awaiting a diagnosis for their Additional Support Needs, we will maximise our support offer at the earliest possible stage.

# United Nations Rights of the Child

## How Aberdeen Includes Young People in Decisions

Our Partnership aims to ensure that children and young people have a say in what happens in their city. We have groups such as the Aberdeen Youth Movement (AYM) and Young Ambassadors, where young people can share their ideas with city leaders. These groups help make important choices about things like money for community projects and protecting Aberdeen's history. There is also currently a new Shadow Board in development which will aim to let young people help with important decisions even more.

We run events in different neighbourhoods, bringing information to schools, and uses fun campaigns to get young people's opinions. The "Your Place, Your Plans, Your Future" consultation let young people help design how the city looks and works. Young people can be peer leaders, helping others join in and speak up. The Youth Activity Grants programme gives young people money to run their own projects about creativity, inclusion, and leadership. Young people themselves decide which projects get money, so their voices really matter.

We also have programmes to teach everyone about children's rights, including toolkits and training for people who work with young people. We have collaborated on and shared our ideas with other places in Scotland and around the world. Altogether, these projects make sure young people are listened to and their ideas help shape the city.

## What Young People Think

Young people in Aberdeen say it's important they get to share their views and that adults really listen. In the "Your Place, Your Plans, Your Future" consultation young people asked for safer paths for walking and cycling, better buses, and more places and activities they can use. They want their neighbourhoods to be safer, with better lighting and play areas for everyone. They also want to know that what they say changes things, so they like to see "you said, we did" reports showing how their ideas are used.

When we asked about budgets, young people talked about how decisions affect things they care about, like youth clubs, buses, and arts events. They like being able to help decide where money goes, and they want these choices explained simply, in ways they understand. The main thing is, young people want adults to be honest, make changes that help them, and give them a chance to shape what happens in Aberdeen—both locally and across the whole city.

## Youth-Led Funding & Innovation: Aberdeen's Commitment to Meaningful Youth Participation

The Youth Activity Grants programme lets young people decide which projects get funding. This means they have real power to create new clubs, events, or activities that are creative, welcoming, and help others learn to be leaders. By making these decisions themselves, young people help build a better community and learn important skills.

### Helping Develop Children's Services Plan

Young people have helped shape the plan for children's services by joining special workshops. At one meeting (the Children's Services Board LOIP Development Workshop on 15/07/25), young people from AYM gave feedback about what could be better:

- **Making it Easier to Join In:** The workshops and information were sometimes hard to understand, with lots of big words and abbreviations. Young people want things explained clearly, with simple language and chances for everyone to help design meetings and reports.
- **Fairness and Representation:** Some groups, like those not in school, don't get asked what they think as much. Young people want different ways to share ideas, so people from all backgrounds can have their say.
- **Bigger Changes:** Young people suggested creating goals that they design themselves, making sure their voice is heard in every part of the plan, and writing easy-to-follow guides for how to get help from services.

Representatives from AYM took part in the Aberdeen 2036: Towards a Fairer Future conference. They spoke up about how young people are often misunderstood and shared ideas on how things could be better. They made it clear that it's important for young people's voices to be heard and that changes should make Aberdeen a fairer place for everyone.

## Keeping Children's Rights at the Heart of What We Do

To make sure we keep up with children's rights and the UNCRC, we're helping staff learn more by offering regular training and sharing toolkits, aimed at helping services to embed UNCRC in their work and involving children and young people to the greatest extent they can. We check our policies often to make sure they put children first, and we make sure our complaints process is clear and child-friendly, so everyone knows how to speak up if something isn't right. When we buy services or work with partners, we follow rules that protect children's rights. We use smart tools to look at data and see where we can do better, and we share updates so everyone can see the progress we're making. This way, we keep improving and make sure children and young people are always at the heart of what we do.

### Planned Activity

#### Shaping Decision Making

We remain serious about involving young people in planning and running community learning and development (CLD) activities. The city's CLD Plan for 2025–2030 was created together with young people and other groups. Its main goal is to help young people shape the services and decisions that affect them, making sure their voices are heard and acted on in all important areas. Young people are involved through groups like Aberdeen Youth Movement, Young Ambassadors, and other youth forums, which give them regular chances to share ideas, take the lead, and be part of making decisions.

The CLD plan focuses on youth work to help young people feel better about themselves, get involved in volunteering (over 3,000 Saltire Awards have been earned), and find positive paths after leaving school, especially for those who need the most support. Success is measured by things like the number of partners reporting progress, how many young people are involved in different groups, and the impact of youth-led projects. These achievements are checked by our CLD Strategic Partnership, using regular reviews and clear reports, to make sure young people's voices are central to shaping Aberdeen's future.

## Children and Young Peoples Shadow Board

As we mentioned above, we are also working to establish the Children's Services Board (CSB) Shadow Board, a key move in making sure children and young people are part of important decisions. The Shadow Board will include young people from different backgrounds, like youth groups, school councils, and groups for young people with care or justice experience, working to ensure the voices of all children and young people are represented. The board will help make decisions, design services, and keep leaders accountable, with options like projects during term time, mentoring, and awards or internships for recognition.

At first, the Shadow Board will focus on Children's Services Board goals, but the plan is to support our wider Community Planning Aberdeen Partnership. The Shadow Board will begin by learning from experts, mapping out how youth voices are included, and making sure its role is clear compared to other youth voice groups. Activities like workshops, mentoring, and joint planning have been underway from June 2025 to April 2026, ending with a big launch and telling everyone about it. The whole process is about making sure young people help shape the board and the CSB plan, with ongoing ways to check and improve things. This means children and young people will have a lasting way to share ideas and help make Aberdeen better, with their views helping to guide decisions and changes across the city.



## Keeping the Promise

The Promise was established as a response to the findings of the Independent Care Review. The Promise is “that all Scotland’s children and young people will grow up loved, safe and respected so they can realise their full potential.” To keep this promise, all the conclusions of the Independent Care Review must be implemented, in full, by 2030. Here is a summary of the work we have been undertaking and have planned in order to ensure we keep The Promise in Aberdeen:

## Bright Spots - Listening to Care Experienced Children and Young People

We took time to listen to children and young people in care and those who have left care. In 2024, we worked with Coram Voice and CELCIS to run a survey called Bright Spots. This survey asked children and young people about their wellbeing and how they feel about their lives. We heard from a large number of children and young people, which helped us to better understand what is working and what needs to change.

We also worked hard to ensure that we could hear from children and young people who might find it harder to share their views, such as those in secure care, with disabilities, or living outside Aberdeen, so that everyone had a chance to have their voice heard.

In total we heard from - **72% of our children and young people in care and 69% of our care leavers.**

### What is working well for children in care aged 4 – 17 in Aberdeen City?

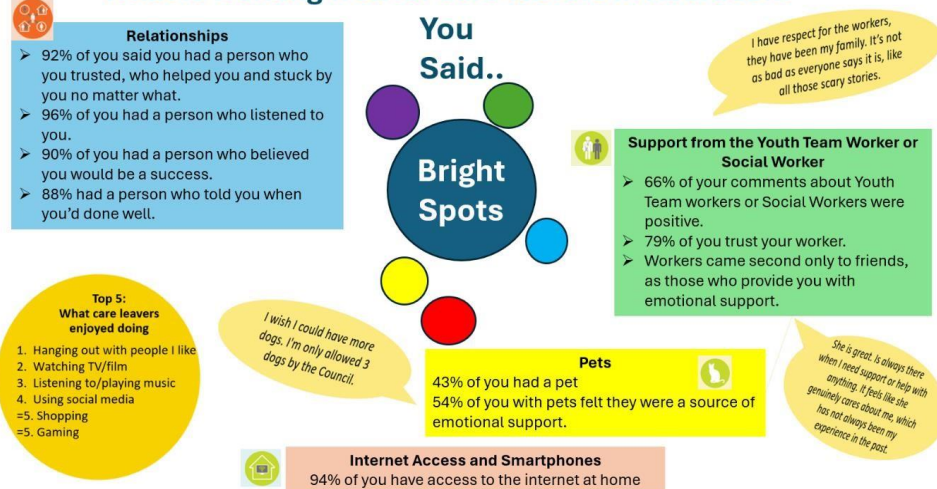


## What could be better for children 4 – 17 years in care in Aberdeen City?





## What is working well for care leavers in Aberdeen?



## What could be better for care leavers in Aberdeen?



## Working Together: Collaboration and Participation

In addition to Bright Spots, we have created fun and safe ways for children and young people to share their thoughts. For example, there are focus groups, filmmaking projects, and social activities like “Soup and Sweet” sessions, where young people and adults can chat over a meal. At the request of young people, food is always provided, helping everyone feel welcome and valued.

For children and young people who are new to Scotland (“New Scots”), we make sure activities are inclusive and match their cultural and language needs.

We've also started an online magazine called “The Loop” where we share what children and young people have said and show what actions have been taken. Helping everyone to see that their voices are making a difference

## Turning Feedback Into Action

We are now using what our care experienced children and young people said to shape our plans as well as continue to listen to their views and options to inform our actions. This feedback helps us decide what needs to be improved, and what is already going well. For example, findings from the Bright Spots survey are being used to inform the development of the Corporate Parenting Plan.

## Examples of Positive Changes

Improving life for care experienced children and young people requires all of our partner organisations to work together, such as schools, health workers, the police, housing, and charities. Since 2022 our Promise Pilot has taken a whole family approach, helping children stay in school, and making sure families get help before things become a crisis here are some examples of what we have achieved:

- **Bairns' Hoose:** This is a new space designed with help from children, young people, and their families. They helped decide how it looks and how it works, making sure it meets their needs.
- **Rights Service:** Young people are helping to redesign materials and shape the future of this service, making sure it fits what they want and need.
- **Recruitment:** Young people help with hiring staff for Children's Social Work Services. They help design interviews and some even co-lead them, especially for jobs working with children with disabilities.
- **Kinship Service:** Feedback from carers, children, and young people led to more support groups, better information for carers, and new roles to help families spend time together.
- **Intensive Support Service (Craigielea):** This service works closely with families to make sure support is personal, caring, and based on what each child or family needs. Families help plan and review the support they get

## Making Sure the Improvement Lasts – Fairer Futures

We know that problems like poverty and housing crisis can make life harder for children and young people in care and their families. That's why they are always reviewing what our priorities should be. For example, we have been awarded extra funding through the Fairer Futures programme, which will provide more resources to support families earlier, help reduce crisis situations, and build stronger communities, so that we can reduce the risk of children and young people being taken into care or reducing the amount of time they remain in it.

### **Checking Progress and Staying Accountable**

The Corporate Parenting Strategic Improvement Group is responsible for ensuring that we meet all of our key responsibilities to children young people and families experiencing the care system as well as ensuring we continue to do all we can to Keep the Promise. This group reviews feedback, oversees changes, and makes sure improvements are practical and ambitious. The group also makes sure children and young people know what is happening and can see how their input leads to change.

### **Looking to the Future**

Our Partnership remains fully committed to keeping “The Promise” We will keep listening, keep working together, and keep making changes so that every child and young person in Aberdeen feels safe, valued, and able to achieve their best.

By working together with children, young people, families, and partners, and by making sure everyone’s voice is heard, we are making real progress—and they are determined to do even more in the future.

## Corporate Parenting – How our Services Support Care Experienced Children and Young People?

A Corporate Parent is any organisation legally required to look after, support, and advocate for children and young people in care or who have been in care. Partner organisations work together to ensure care-experienced young people receive the same chances, support, and encouragement as any good parent would provide. Being a good Corporate Parent is essential to our commitment Keeping the Promise.

The number of children who are looked after by the local authority continues to reduce year on year. This shows that we are supporting more children to stay within their family. These children will often have considerable and complex needs which requires partners to work collaboratively together to manage the risk, vulnerability and ensure the child's needs are met. When children do enter care, they may live at home with support, with relatives (kinship care), foster carers, or in residential homes. There's been a small rise in kinship care, which helps keep family connections strong. Foster and kinship carers are supported with activities, training, and practical help.

Aberdeen also supports children and young people arriving from other countries, especially those who come alone, ensuring they have safe places to live, education, and opportunities to connect with their new community. Unaccompanied children and young people seeking asylum and refuge (CYPSAR-U) are offered a health assessment delivered through a specialist clinic. This means that their health needs can be addressed as completely as possible without multiple visits to various professionals and onward referrals can be made swiftly if required.

Challenges remain, such as high demand for support and not enough foster carers or residential places, which increases costs. The council is working to recruit more carers and improve residential homes, especially for children with complex needs.

Looking ahead, the focus is on reducing the number of children needing care, supporting families earlier, and ensuring every child in care gets the best possible help. There's a strong commitment to helping young people leaving care succeed as adults and to building a system that puts their needs first for happy, healthy lives.

For a more detailed overview of the work underway to support Care Experienced Young People you can find this in the: **Chief Social Work Officers Annual Report**

## Our Approach to Corporate Parenting

Aberdeen City's corporate parenting priorities are embedded within the Children's Services Plan 2026–31 and the Local Outcome Improvement Plan (LOIP) 2026–36, particularly through work aimed at improving health, wellbeing, and attainment for care-experienced children and young people. This approach ensures that statutory duties and The Promise commitments are delivered through collaborative improvement projects and annual reporting cycles.

As we have shown in this Plan, we gather a wide range of information and data about care-experienced children and young people. As well as listening and acting on their views through the Bright Spots Survey, which underpins our Corporate Parenting Priorities, helping us understand their needs and informing us how we respond shaping our everyday practice and Strategic Corporate Parenting Plan (*The 2026-2029 Corporate Parenting Plan will be linked in full here once published, April 2026*).

## Our Guiding Principles

The priorities identified through data and lived experience are delivered through a set of guiding principles. These principles form the foundation of our Corporate Parenting Plan, shaping its design and implementation. They ensure that every action reflects our commitment to collaboration, rights, and continuous improvement.

**Partnership Working:** We work collaboratively across health, education, housing, police, higher education, and the third sector to provide joined-up support and shared accountability.

**Rights and Trauma-Informed Practice:** Our plan is rooted in the UNCRC, The Promise, and trauma-informed principles, ensuring that rights are upheld and support is sensitive to individual experiences.

**Young People's Voice:** Participation is central to our approach. We actively listen and act on the views of children and young people so they can influence priorities and shape services.

**Continuous Improvement:** Corporate parenting priorities are embedded within the Children's Services Plan and LOIP. Progress is reviewed annually, with data and lived experience driving ongoing refinement and improvement.

## Our Key Corporate Parenting Plan Priorities

### 1. Health and Wellbeing

Care-experienced children and young people are more likely to experience mental health challenges, including anxiety and depression, than their peers. Bright Spots data shows that only 4% of care leavers reported high happiness, compared to 75% of the general population.

Many live with long-term health conditions or disabilities, and health inequalities are often compounded by poverty and housing instability. The Mental Health of Children and Young People in Aberdeen (2025) report highlights significant disparities linked to deprivation and care status.

**Priority: We will ensure that care-experienced children and young people have access to timely, high-quality physical and mental health support, promote emotional wellbeing, reduce health inequalities, and embed trauma-informed approaches across all services.**

### 2. Education, Attainment and Employability

Care-experienced children and young people consistently achieve lower educational outcomes than their peers. In Scotland, only 47% of looked-after children leave school with one or more SCQF Level 5 qualifications, compared to 86% of all school leavers. University progression remains very low, with only 6% of care leavers entering higher education, and most leaving school at the earliest opportunity (age 16 or younger) (Scottish Government 2019 and 2023).

Bright Spots data shows half (48%) of care leavers are not in education, employment, or training.

**Priority: Improve attendance and achievement while expanding pathways into further and higher education, training, and employment through personalised support that removes barriers to learning and employability.**

### 3. Housing and Transitions

Research consistently highlights that care leavers are more likely than other young people to become homeless or experience housing instability. These young people continue to leave care at an earlier age, with less preparation, and less support than young people leaving home without care experience, and often before they are ready. These factors combine disproportionately to increase the risk and occurrence of homelessness for care leavers. (CELCIS 2019)

Bright Spots data demonstrated that.

- 1 in 4 care leavers did not feel where they lived right now was right for them.
- 30% did not always feel safe in their home.
- 36% did not always feel safe in their neighbourhood.
- 41% of care leavers did not always feel settled in their home.

**Priority: Strengthen support for young people moving into adulthood, ensuring safe, stable housing and smooth transitions from care, reducing homelessness risk.**

### 4. Participation and Voice

Participation and engagement are essential to fulfilling the commitments of The Promise and the UNCRC, as both frameworks uphold the right of children to be heard, actively involved, and treated with respect in all decisions that impact their lives. Participation improves wellbeing when young people feel their views shape decisions about care, housing, education, and relationships. (CoramVoice 2021)

**Priority: Embed meaningful participation in planning and service delivery, ensuring young people influence decisions and hold us accountable.**



## 5. Relationships and Belonging

Positive relationships are essential for emotional resilience, identity development, and mental health. A sense of belonging reduces isolation and stigma, helping young people feel valued and included. Strong, stable relationships act as a buffer against adversity, improving outcomes in education, health, and life chances. Research and local engagement show that care experienced individuals who feel connected and supported have better long-term outcomes.

**Priority: Prioritise stable, nurturing relationships and a sense of belonging, supporting family connections and trusted adult relationships.**

## 6. Rights and Advocacy

Embedding UNCRC principles ensures decisions are made in the best interests of children and young people. Advocacy empowers experienced individuals to have their voices heard, challenge decisions, and navigate complex systems. The Promise calls for lifelong advocacy and participation, ensuring care experienced people are partners in shaping services, not passive recipients.

**Priority: Uphold rights in line with the UNCRC and The Promise and strengthen access to advocacy for all care-experienced young people in line with the proposed legislative change.**

### How These Priorities Will Be Delivered

Each priority will be supported by clear actions, measurable outcomes, and annual progress reviews. Delivery will be embedded within the Children's Services Plan and LOIP, ensuring accountability through collaborative improvement projects and reporting cycles.

It is also recognised that implementation of changes is taking place in a context where care-experienced children, young people and families often face significant financial pressures, which can affect their stability and wellbeing. This means our approach must be sensitive to these realities, ensuring that reforms are practical, inclusive, and supported by measures that reduce poverty-related barriers and promote long-term security.

## Measuring Success

Annual Reporting: Progress against each priority reviewed and reported annually.

Data and Lived Experience: Quantitative and qualitative feedback inform evaluation.

Bright Spots and Other Surveys: Regular engagement tools track improvements.

Performance Indicators: Clear metrics agreed for each priority.

## Governance and Reporting

The Corporate Parenting Strategic Improvement Group provides strategic oversight and is responsible for delivering the Corporate Parenting Plan. This group brings together representatives from all corporate parents and acts as the central forum for implementing plans, monitoring progress, and ensuring accountability.

Key responsibilities include:

- Strategic Oversight: Ensuring priorities are delivered effectively and aligned with statutory duties and The Promise.
- Action Reporting: Members report on progress against agreed actions, enabling shared accountability.
- Collaborative Implementation: Coordinating improvement projects across agencies to deliver joined-up support.

To achieve the priority aims set out by the Group, the following high-level actions have been agreed:

- Embed corporate parenting principles across all services and decision-making processes.
- Deliver mandatory workforce development programmes that promote trauma-informed and rights-based practice.
- Align all improvement work with The Promise Plan 24–30 and UNCRC incorporation.
- Use Bright Spots data and lived experience insights to inform planning and service redesign.
- Strengthen accountability and monitoring through a structured evaluation process within the improvement framework.
- Incorporate feedback from care-experienced children and young people to ensure their voices influence decisions.
- Provide transparent reporting to keep stakeholders informed and promote shared responsibility.

Through this governance structure and agreed actions, we will ensure corporate parenting is a shared responsibility, with progress that is transparent, measurable, and driven by continuous improvement.

# Child Poverty

## The current situation

The Scottish Government wants fewer than one in ten (10%) children to be growing up in relative poverty by 2030. Relative poverty is defined as households having less than 60% of the UK median income after housing costs. The UK Department for Work and Pensions publish the percentage of children living in low-income families, defined as below 60% of median income, before housing costs. In 2023/24 they report that one in eight children (12%) in Aberdeen City are growing up in low-income families. Loughborough University use the DWP data to estimate the number of children living in low-income families after housing costs, and these are published by End Child Poverty. Once housing costs are taken into account, around one in five children are growing up in relative poverty in Aberdeen City (19%). These figures have not changed much over the past ten years.

Not everyone who grows up in poverty is harmed by it, and strong family relationships and friendships can really help. But not having enough money limits where we can live, it makes it difficult to pay bills, to eat well and healthily, to take part in things, to travel or go on holiday, to manage when things break down, to keep up with everyone around us, or to feel good about ourselves. For all these reasons and more is why poverty is bad for health and wellbeing.

Poverty forces people to focus on short-term survival, making it harder to plan for the future. It limits choices in food, activities, and energy levels. As some of the data in other sections of this Plan indicate, children born into poverty often face health and development challenges and may struggle with taking part in social activities. They might miss out on events, trends, and friendships, leading to feelings of shame or exclusion. Growing up in poverty can reduce future job prospects and earning potential. Adults who experienced poverty as children tend to earn less and need more public support. Poverty can also pass down through generations, making it difficult to break the cycle.

## Child Poverty Action Plan

We update and review our Child Poverty Action Plan each year if you would like more comprehensive detail on our current and planned actions for Child Poverty you can find here in our [Children's Services Plan Annual Report \(Updated on publication June 2026\)](#). Below explains how our Children Services Plan actions align with our vision to support children, young people, and families to reduce child poverty.

## **Fairer Futures - Our Partnership Approach to Supporting Vulnerable Families**

Community Planning Aberdeen is working with the Scottish Government to help make life better for children and families who are struggling, such as those in or at risk of poverty in order to:

- Make sure families who need help can get support easily, when and where they need it.
- Change how services work, so they work together better and support families as a team.

A big part of this plan is the Caseworker System Change mentioned at the first section of our Plan, which means one person or team will help families get all the support they need. This way, families do not have to keep asking different people for help.

Fair Futures aims to ensure:

- There will be less child poverty.
- Fewer families will need emergency help.
- There will be fewer cases where the government has to step in to protect children.
- Children will be safe and able to stay with their families.
- Families will feel stronger and more able to ask for help if they need it.

### **Our Guiding principles are:**

#### **Voice and Full Participation:**

Children and families should help plan, make, check, and improve services. Support should be given by people who listen, care, and work together as a team.

#### **Responsiveness and Person Centred:**

Services should focus on people's needs and help everyone, no matter where they go for help. Support should match what each person or family needs and work with adults too, so everyone gets help together.

**With People for People:**

Help should be given without judging anyone or making them feel bad. Families should get help quickly when they need it, and for as long as they need it, with help changing if their needs change. All the help should fit together so families don't have to keep asking different people and get mixed messages.

**Co-Design and Community Involvement:**

Communities should work together to help each other and feel better. Support should help families use their strengths and also get help from their neighbours and friends. Families should be able to ask for help themselves and get it in places that are close and easy for them.

**Experts in Their Own Situation:**

Families should know how to get help easily. They should feel confident to ask for help and be able to choose the kind of help that suits them best.

**Unique Community Responses:**

Support should be tailored to fit around each individual family and community, not be driven by rigid services or structures. It should cover the spectrum of support from universal services, more tailored support, and intensive support (to prevent or in response to statutory interventions).

## What Have Our Young People Experiencing Poverty Told Us About Their Needs?

Young people have told us that tackling poverty in schools is vital. They want equal opportunities, including access to free school meals, uniforms, and school trips. Going hungry affects their ability to focus on school. Feeling socially isolated because of lack of money is stigmatising. Worrying about money affects their mental health:

*‘Free school lunches for everyone so we don’t feel broken and outcast.’*

*‘If we do have to wear uniform make it affordable.’*

Young people recognise the additional costs that can come from making these changes but believe it is an important investment.

*‘Increase taxes to help everyone by making necessities free, or if not free then cheap’*

*‘Donate money to local charities to help everyone’*

Free and accessible public transport is important for young people to get to school and college. While bus travel is free in Scotland until you are 22, young people attending college explain that buses can be infrequent and getting the train is often faster, so they sometimes opt for this, but it is expensive.

*‘All your money goes on travel. Public transport should be free.’*

## Providing Financial Support to Families

### Low Income Family Tracker Project

Aberdeen City Council and partners in the Health Determinants Research Collaboration Aberdeen secured funding from Scottish Government's Child Poverty accelerator fund for the low-income families tracker project.

This project has linked administrative data from different sources to allow a more strategic and targeted approach to tackling child poverty and wider financial insecurity in the city. This has improved the accuracy and granularity of our intelligence on the prevalence and nature of child poverty in Aberdeen.

Using this tool, we have identified:

- 96 households claiming Universal Credit who were affected by the benefit cap and so far, 29 of these households have received DHP awards totalling £63,485.77.
- 63 families who were affected by the under-occupancy charge and had not claimed a Discretionary Housing Payment (DHP).
- 76 households experiencing both relative poverty and fuel poverty were targeted for Rent Assistance Fund, resulting in £69,125.28 being awarded to clear their rent arrears and 106 children no longer in a household with the threat of legal action due to rent arrears.
- additional households eligible for Free School Meals (**1,282 children**) and the School Clothing Grant (**2,016 children**).
- **£141,993** in Pension Credit for pensioners

### The Health Equity and Learning Project

The **Health Equity & Learning Project (HELP)**, run by NHS Grampian, is funded by Scottish Government's Child Poverty accelerator fund and is intended to benefit families across Aberdeen, Aberdeenshire, Moray, and the Island Communities. The aim is to help families avoid being pushed into poverty due to the costs of attending healthcare appointments. Several tests of change have proved successful within the HELP project. HELP aims to understand how NHS systems and processes are causing additional financial pressure to families. By working with a lived experience panel, we can understand what needs to change.



**What is being heard:**

- Transport to appointments can be difficult – costly, time consuming, not disability friendly, not always available or reliable and not appropriate for certain health conditions. Some families experience forced car ownership as they have no alternative way of attending appointments.
- Food and drinks – are expensive for family members who are in hospital with a child. The child is provided for but the parent/carers are not. This may also include siblings if there is no alternative care for them.
- Information and support around income maximisation – can be lacking or inconsistent.

In response to what we have heard:

- A flexible fund has been established (through short-term CPAF funding) to reduce barriers for families accessing hospital appointments. There is an opportunity to work with Cash First Teams to consider how a cash first approach could be taken to support families, to remove up-front costs and the need to wait for reimbursement.
- Expanding support for families who are accessing planned or emergency appointments through the Archie Foundation and hospital-based teams to consider how food and refreshments for families could be managed within the hospital.
- Various options are being explored for colleagues to feel confident in supporting families in regard to financial support needs, providing good information, offering support directly and making warm handovers where appropriate.

There are **financial inclusion pathways** in place to support midwives, health visitors and family nurses routinely ask all pregnant women and families about money worries and refer to income maximisation services where this is needed. An **infant feeding in a crisis pathway** provides low-income families with a 'cash first approach' to support with First Stage Formula and for food when they need it. All families that require this pathway are offered a full financial health check to ensure that they are aware of all financial support available to them to maximise household income. **Co-locating services with food banks** also increases access for those who require support. For example, Royal Aberdeen Children's Hospital hosts a foodbank that is open to those in need.

## Youth Homelessness – Homewards Aberdeen Coalition

Homewards is a five-year, locally led programme, launched by Prince William and The Royal Foundation of the Prince and Princess of Wales in June 2023. The aim of Homewards is to demonstrate that together, it is possible to end homelessness – making it rare, brief, and unrepeatable. Homewards aims to do this by preventing homelessness for at risk groups, whilst challenging stigma, inspiring optimism and ensuring this work is sustainable and replicable. The Homewards in Aberdeen coalition aims to support all of those at risk of homelessness, details of this work can be found in the **Homewards Aberdeen Local Action Plan (ADD LINK ONCE AVAILABLE)**. But there are also some specific actions targeted at young people who present as/or are at risk of becoming homeless including young people:

In Aberdeen, the number of young people presenting as homeless continues to rise, up 6.6% on the same period the previous year. However, there has been a sharp decline in the number of 16- and 17-year-olds applying. The number fell 38% year-on-year in the first quarter of 2025/26, from 24 in 2024/25 to 15 in 2025/26.

Homewards aims to make a real impact by focusing support on young people. This includes opportunities for further education, employment, and training. This will also include teaching life skills, such as managing household bills.

Family relationship breakdown – including being asked to leave – is the main reason for homelessness among young people. There is a need to improve data, so that we can better understand why young people are being asked to leave their family home so that we can better give them the right support at the right time, to prevent them from becoming homeless in the first place.

Analysis shows that many young people with low support needs are turning to the Council for homelessness assistance, simply because they have no other realistic path to leave the parental home. Existing support options, such as the Foyer and Nightstop, were primarily designed for young people experiencing homelessness. They are not accessible until a crisis point is reached, often when homelessness is already imminent. This gap leaves many young people without appropriate support at a crucial transition in their lives. To address this, we have identified several targeted interventions for young people, further detail can be found in our delivery plan below.

## **Supporting Families Into Employment**

### **Child Poverty Employability Plan**

A Child Poverty Employability Plan is in development and will complement the Local Employability Partnership Delivery Plan (currently undergoing refresh).

Led by the Council's Employability and Skills Service, the Child Poverty Employability Plan is being co-designed by parents from across the city, with input from Council services, as well as from public, private and third sector partners and aligned to the No One Left Behind strategy, with a focus on supporting parents into sustained fair work and supporting those experiencing in-work poverty to increase their income via a variety of means including training, upskilling, support to take on more hours and/or higher paid work, and via financial advice and support from the Financial Inclusion Team.

### **No One Left Behind**

No One Left Behind is the Scottish Government's employability strategy. It provides local authorities with ringfenced money to provide employability support to 16-67-year-olds resident in local authority areas, with a proportion of that money dedicated for parental employability support.

A broad range of contracts funded by annual Scottish Government No One Left Behind monies have been let on a one year + one + one basis, subject to performance and funding. This includes multi-stage courses specifically for parents and for under 25s, as well as for care experienced young people. In addition, there is all-age, all-stage provision which is open to all employability programme participants who wish to participate in it, and sector-specific activity covering industries such as hospitality, construction, early learning and childcare, digital skills, and green skills.

No One Left Behind monies are also used to provide paid work experience placements across a range of industries and sectors, including placements specifically for parents in local authority early learning and childcare settings, and these continue not only to be popular, but also successful in terms of parents securing sustainable employment at the end of the placement. These placement opportunities will continue, subject to funding and the agreement of the Local Employability Partnership.

### **Regional Economic Strategy Skills Action Plan**

A Skills Action Plan has been developed to underpin the Regional Economic Strategy. Inclusion is among the core principles of the Plan, ensuring that those in need of support to access training and jobs in the region's volume sectors, including parents and young people, can do so, in line with the Just Transition approach.

# Our Delivery Plan

Our Delivery Plan below is a summary of the key actions, in addition to the system changes described above, that we are going to undertake over the next 5 years to deliver against the priorities and goals set out in our Plan.

This table of actions will be reviewed on an annual basis and updated to show our progress through our Children's Services Plan Annual Reports, you'll be able to find these on our Community Planning Website: [Our Children's Services Board](#)

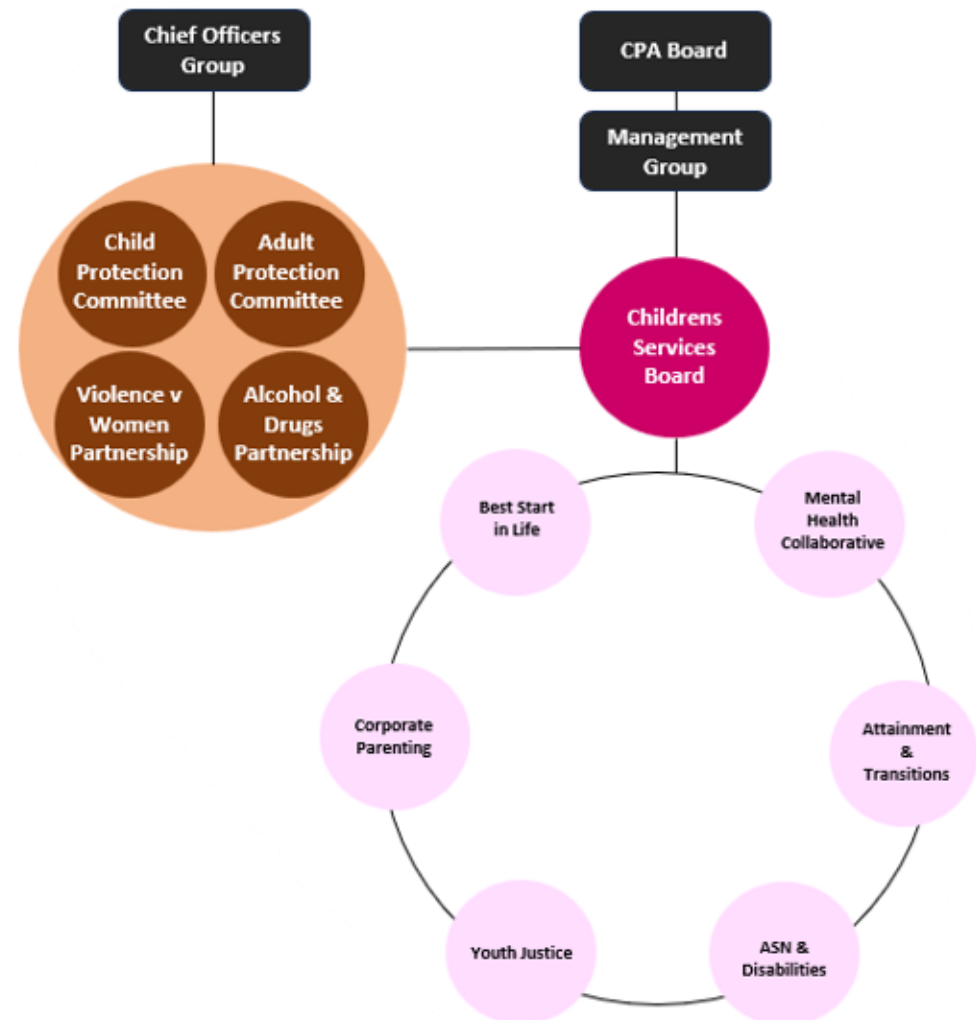
## How we will make sure we are achieving our aims - Governance

The Children's Services Board is governed by and accountable to the Community Planning Management Group, which in turn is accountable to the Community Planning Aberdeen Board.

The Children's Services Board ensures our partnership meets its responsibilities set out by the government in the Children and Young People (Scotland) Act 2014 and ensure we provide the information it requires through its statutory guidance.

In particular the board does this by:

- Ensuring we deliver this Children's Services Plan and 6 System Changes we have identified in it
- Working together as a Community Planning Partnership to improve outcomes for children and young people within Aberdeen City
- Leading the implementation of national drivers and requirements relating to children and young people (Such as UNCRC, Child Poverty and Corporate Parenting)
- Ensuring we deliver on our commitment to Keep the Promise by 2030.



# Best Start in Life

| Best Start in Life                   |                                             |                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                        |                                                                                                                                                                                                                        |
|--------------------------------------|---------------------------------------------|------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Input                                |                                             | Outcome                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Outcome                                                |                                                                                                                                                                                                                        |
| Key Local or National Drivers        | Lead Partner                                | Target Population/ Prevention Teir | Key Action/ Deliverable                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Output Measure                                         | Medium Term 2031                                                                                                                                                                                                       |
| GIRFEC,<br>Best Start Bright Futures | Aberdeen Health and Social Care Partnership | SIMD 1 Communities                 | <b>Improving Health Outcomes</b><br><br>Introduce prevention measures and education to reduce health risks during pregnancy, support mums with making healthier decisions by: <ul style="list-style-type: none"> <li>Introducing the Antenatal visit within the health visiting pathway for support and education.</li> <li>Providing support through the Best Start in Life System Change (Case Worker).</li> </ul> This will include activity on the following areas: <ul style="list-style-type: none"> <li>Smoking During Pregnancy</li> </ul> | Increased number of parents supported in each activity | In SIMD1 Communities:<br><br>Reduction in smoking during pregnancy<br><br>Reduction in Child/Maternal Obesity<br><br>Increased Breastfeeding Rates<br><br>Increased number of P1s with no obvious signs of tooth decay |



| Best Start in Life                                                |                                                                                                         |                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                              |                                                                                                            |
|-------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|-----------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|
| Input                                                             |                                                                                                         |                                                           | Outcome                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                              | Outcome                                                                                                    |
| Key Local or National Drivers                                     | Lead Partner                                                                                            | Target Population/ Prevention Teir                        | Key Action/ Deliverable                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Output Measure                                                                                                                                                                               | Medium Term 2031                                                                                           |
|                                                                   |                                                                                                         |                                                           | <ul style="list-style-type: none"> <li>• Maternal/Childhood Obesity</li> <li>• Breast Feeding</li> <li>• Dental Health</li> </ul>                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                              |                                                                                                            |
| National Early Language and Communication Project<br><br>Page 223 | ACHSCP/NHS Grampian Speech and Language Therapy team in conjunction with Aberdeen City Early Years Team | SMID 1/2<br><br>Early Years prevention/early intervention | <b>Supporting Early Language and Communication development:</b> <ul style="list-style-type: none"> <li>• Developing an early years workforce which is knowledgeable and confident in supporting speech, language, and communication</li> <li>• Families receive consistent national messaging in relation to developing speech, language, and communication</li> <li>• Increase understanding of shared responsibility for early speech language and communication development across the system</li> </ul> | Percentage of EYP completing SLC Knowledge and Skills Matrix<br><br>% of families receiving national SLC messaging at key touchpoints<br><br>% of settings using approved national materials | % of children in (Scope Area) from SIMD quintiles 1 and 2 with SLC concerns at 27-30 months by 25% by 2030 |

| Best Start in Life                                                                                                         |                                                   |                                     |                                                                                                                                                                                   |                                                                                                   |                                                                                                                  |
|----------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|-------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------|
| Input                                                                                                                      |                                                   | Outcome                             |                                                                                                                                                                                   |                                                                                                   | Outcome                                                                                                          |
| Key Local or National Drivers                                                                                              | Lead Partner                                      | Target Population/ Prevention Teir  | Key Action/ Deliverable                                                                                                                                                           | Output Measure                                                                                    | Medium Term 2031                                                                                                 |
| <b>UNCRC</b>                                                                                                               |                                                   |                                     |                                                                                                                                                                                   |                                                                                                   |                                                                                                                  |
| UNCRC and Feedback from YP                                                                                                 | CSB/ACC E&LL teams/shadow board/Young Ambassadors | Children at 0-5 in SIMD Communities | Develop methods for Primary 1s and under 5s, to have their views heard                                                                                                            | Number of 0-5, assessed on participation ladder of empowerment                                    | Adults and young people are making joint decisions in environments set up to support young people's contribution |
| <b>Keeping the Promise</b>                                                                                                 |                                                   |                                     |                                                                                                                                                                                   |                                                                                                   |                                                                                                                  |
| <a href="#">The Promise Scotland   Transforming how Scotland cares for children, families, and care-experienced adults</a> | Aberdeen Health and Social Care Partnership       | SIMD 1 Communities                  | Working With Families of Children at Risk of being taken into care <ul style="list-style-type: none"> <li>Implementing universal pathway to ensure early intervention.</li> </ul> | Increase in number of families being supported at an earlier stage, reducing requirement for CPR. | Number of under 2s on the CPR                                                                                    |
| <a href="#">The Promise Scotland   Transforming how Scotland cares for children, families, and care-experienced adults</a> | Family Nurse Partnership                          | Care Experienced Parents            | Supporting Care Experienced Young Mums to be confident parents, by providing tailored support                                                                                     | Number of young mums supported through the programme                                              | Increase in the number of Young Care Experienced Mums that feel confident as a result of the intervention        |
| <b>Child Poverty</b>                                                                                                       |                                                   |                                     |                                                                                                                                                                                   |                                                                                                   |                                                                                                                  |

| Best Start in Life                                                                                                                                                                                                                                                                                  |                                  |                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                         |                                                                                                                                |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|
| Input                                                                                                                                                                                                                                                                                               |                                  |                                                                                                                                                                                                               | Outcome                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                         | Outcome                                                                                                                        |
| Key Local or National Drivers                                                                                                                                                                                                                                                                       | Lead Partner                     | Target Population/ Prevention Teir                                                                                                                                                                            | Key Action/ Deliverable                                                                                                                                                                                                                                                                                                                                                                                                              | Output Measure                                                                                                                                                          | Medium Term 2031                                                                                                               |
| UNCRC<br>GIRFEC<br><a href="#">Child Poverty (Scotland) Act 2017</a>                                                                                                                                                                                                                                | ACC                              | SIMD 1 Communities                                                                                                                                                                                            | <ul style="list-style-type: none"> <li>Streamlined benefit check referral process, making it easier for families.</li> <li>Information pack available for families and professionals to support signposting and increasing awareness of eligibility.</li> </ul>                                                                                                                                                                      | Increased number of referrals to Financial inclusion.<br><br>% or £ increase in benefit uptake by families offered financial health check.                              | All families' eligible for Financial Inclusion are receiving it.                                                               |
| <a href="#">Child Poverty (Scotland) Act 2017</a><br><br><a href="#">United Nations Convention on the Rights of the Child (Incorporation) (Scotland) Act 2024</a><br><br><a href="#">The Promise Scotland   Transforming how Scotland cares for children, families, and care-experienced adults</a> | Local Authority and Health Board | Priority families as set out in the Child Poverty Delivery Plan.<br>Single parent, child under age 1, parent under age 25, large families, minority ethnic families, families with a disabled child or adult. | Established lived experience panels to inform and influence solutions to poverty proofing services. Panels to be configured with families living in SIMD1 communities. Opportunity to link with Torry Health Matters and Primary Care Services in Torry initially.<br><br>Better understanding financial barriers to accessing services and exploring approaches to mitigate this, including cash first options. Families valued and | Evidence of community voice reflected in planning and decision-making processes (IIA's, for example)<br><br>Qualitative – families report feeling valued and empowered. | Low-income families and those experiencing financial hardship are informing solutions to reduce detrimental financial impacts. |

| Best Start in Life                          |                                   |                                                                                                                                                                                                                                |                                                                                                                                                                  |                                                                                                                                                                                  |                                                                                                                                                                                                                                           |
|---------------------------------------------|-----------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Input                                       |                                   |                                                                                                                                                                                                                                | Outcome                                                                                                                                                          |                                                                                                                                                                                  | Outcome                                                                                                                                                                                                                                   |
| Key Local or National Drivers               | Lead Partner                      | Target Population/ Prevention Teir                                                                                                                                                                                             | Key Action/ Deliverable                                                                                                                                          | Output Measure                                                                                                                                                                   | Medium Term 2031                                                                                                                                                                                                                          |
|                                             |                                   |                                                                                                                                                                                                                                | empowered as partners in finding solutions.<br><br>Increase uptake of financial health check through widening existing financial inclusion/ income max pathways. | Number of lived experience panel solutions being explored/ implemented.<br><br>Number of households receiving full benefits check.                                               |                                                                                                                                                                                                                                           |
| <a href="#">No One Left Behind Strategy</a> | ACC Employability and Skills Team | Priority families as set out in the No One Left Behind strategic plan. Single parent, child under age 1, parent under age 25, large families (3+ children), minority ethnic families, families with a disabled child or adult. | Targeted employability support for parents seeking to enter the workforce or re-enter the workforce after a career break.                                        | Number of parents supported by ABZWorks<br><br>Number of parents completing accredited training<br><br>Number of parents entering employment<br><br>Number of parents sustaining | This activity is entirely externally funded and subject to annualised funding.<br><br>Families in need of employability support are aware of and can access it.<br><br>% increase in number of parents engaging in employability support. |

| Best Start in Life            |              |                                    |                         |                           |                  |
|-------------------------------|--------------|------------------------------------|-------------------------|---------------------------|------------------|
| Input                         |              |                                    | Outcome                 |                           | Outcome          |
| Key Local or National Drivers | Lead Partner | Target Population/ Prevention Teir | Key Action/ Deliverable | Output Measure            | Medium Term 2031 |
|                               |              |                                    |                         | employment for 12 months. |                  |

# Empowered and Resilient

| Empowered and Resilient                                                                                                                                                                                                                                                                                                                                                              |                                                                                                    |                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                           |                                           |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------|
| Input                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                    |                                                                                                                 | Output                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                           | Outcome                                   |
| Key Local or National Drivers                                                                                                                                                                                                                                                                                                                                                        | Lead Partner                                                                                       | Target Population/ Prevention Teir                                                                              | Key Action/ Deliverable                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Output Measure                                                                                                                                                            | Medium Term 2031                          |
| <a href="#">Introduction - Justice for Children and young people: vision and priorities 2024-26 - gov. Scot – Priority 1</a><br><a href="#">Children (Care and Justice) (Scotland) Act 2024</a><br><a href="#">Standards for those working with children in conflict with the law 2021 – standard 9</a><br><a href="#">Bairns' Hoose standards – Healthcare Improvement Scotland</a> | Scottish Children's Reporters Association (SCRA)/ Victim Information Advice (VIA)/<br>Bairns Hoose | Children referred to reporter.<br><br>Any person utilising the support from the Single Point of Contact (SPOC). | Victims are supported, their rights upheld, with specific attention paid to child victims and their families including:<br><br>Creating a Single Point of Contact.<br><br>Police Scotland Youth Engagement Officers working with schools to explore use of restorative practice in school settings.<br><br>Workforce development will be established to increase knowledge, understanding and application of the Standards for those Working with Children in Conflict with the Law. | Number of people who take up offer of support from SPOC.<br><br><br><br><br><br><br><br>Number of Individuals trained, (reviewing quality of delivery through evaluation) | SPOC is developed and understood in city. |

| Empowered and Resilient                                                                                                                                                                                                                                                                                                  |                                                                               |                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                     |                                                                   |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------|
| Input                                                                                                                                                                                                                                                                                                                    |                                                                               |                                                                                                                                                         | Output                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                     | Outcome                                                           |
| Key Local or National Drivers                                                                                                                                                                                                                                                                                            | Lead Partner                                                                  | Target Population/ Prevention Teir                                                                                                                      | Key Action/ Deliverable                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Output Measure                                                                                                                      | Medium Term 2031                                                  |
| <a href="#">Introduction - Justice for children and young people: vision and priorities 2024-26 - gov. scot</a> – Priority 2<br>/ <a href="#">Children (Care and Justice) (Scotland) Act 2024</a><br>/ <a href="#">Standards for those working with children in conflict with the law 2021</a><br>- standard 2, 3, 4, 5. | WSA Lead Officer<br>Police Scotland<br>CSW<br>Includem/3 <sup>rd</sup> Sector | CICWL – 12-18. Those children who cannot be held criminally responsible (under12s) but would benefit from early intervention to prevent CWL when older. | Children are diverted away from formal justice system to appropriate alternative support through the continued delivery of the Whole System Approach by: <ul style="list-style-type: none"> <li>Increasing access to diversionary activity (EEI) in the community as early intervention measure.</li> <li>Ensure Guidance on Diversion from Prosecution is known and understood,</li> <li>Increasing knowledge and understanding of the Sentencing Guidelines for under 25's and how we write about this group for purpose of reports.</li> <li>Where a child is involved in court processes there are appropriate robust</li> </ul> | EEI and diversionary opportunities for all children being accessed, increased awareness, and uptake, of diversionary opportunities. | Increased number of young people engaged in diversionary activity |



| Empowered and Resilient                                                                                                      |                                            |                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                               |                                                    |
|------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|-------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|
| Input                                                                                                                        |                                            |                                           | Output                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                               | Outcome                                            |
| Key Local or National Drivers                                                                                                | Lead Partner                               | Target Population/ Prevention Teir        | Key Action/ Deliverable                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Output Measure                                                                                                                                                                                                                                | Medium Term 2031                                   |
|                                                                                                                              |                                            |                                           | supports in place to ensure the child understands what is happening and their rights upheld at all stages.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                               |                                                    |
| <a href="#">Introduction - Justice for children and young people: vision and priorities 2024-26 - gov. scot</a> – Priority 2 | WSA Lead Officer<br>CEG<br>Police Scotland | Initially Children from SIMD1 Communities | <p>Protecting children online from all forms of exploitation. CEC Framework and Screening tool: workforce to be trained in its use and utilising as part of work with all children (all under 18s).</p> <p>Co-creation with children and young people of safe spaces in city (and communities) as a contextual safeguarding response to Criminal Exploitation of Children (CEC) and Risks Outside The Home (ROTH).</p> <p>Whole Family Support to those impacted on by harms of crime. Reduce impact of OCGs/SOCGs in targeted areas by making information for parents, children and communities about CEC and responses and where to find</p> | <p>Data from duty to notify and NRM referrals indicate use of the framework and screening tool.</p> <p>Numbers charged with CEC offences, prosecuted</p> <p>Increase CEC marker being appropriately applied to VPD (data shared with CEG)</p> | All relevant staff trained in use of the framework |

| Empowered and Resilient       |                                                                                                                              |                                               |                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                          |                  |
|-------------------------------|------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|-----------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|
| Input                         |                                                                                                                              |                                               | Output                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                          | Outcome          |
| Key Local or National Drivers | Lead Partner                                                                                                                 | Target Population/ Prevention Teir            | Key Action/ Deliverable                                                                       | Output Measure                                                                                                                                                                                                                                                                                                                                                                           | Medium Term 2031 |
| Page 231                      |                                                                                                                              |                                               | assistance by developing contextual safeguarding approaches with the multiagency partnership. | <p>Increase in CEC being marked as a referral reason on D365 (including initial and secondary referral reasons) (data shared with CEG)</p> <p>Numbers engaging with specialist support for CEC/ROTH.</p>                                                                                                                                                                                 |                  |
|                               | <a href="#">Introduction - Justice for children and young people: vision and priorities 2024-26 - gov. scot</a> – Priority 3 | WSA Lead Officer Health<br>Community learning | Young people who are/or are at risk of coming into conflict with the law                      | <p>Increase early identification and proportionate support for children in conflict with the law, ensuring responses are timely, rights-based, and reduce unnecessary entry into formal systems.</p> <p>Children's wellbeing and mental health needs assessed as are being met</p> <p>Increase early identification and proportionate support for children in conflict with the law,</p> |                  |

| Empowered and Resilient                                                                                                                                                                               |              |                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                     |                                                                                   |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|--------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|
| Input                                                                                                                                                                                                 |              |                                                                          | Output                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                     | Outcome                                                                           |
| Key Local or National Drivers                                                                                                                                                                         | Lead Partner | Target Population/ Prevention Teir                                       | Key Action/ Deliverable                                                                                                                                                                                                                                                                                                                                                                                                                | Output Measure                                                                      | Medium Term 2031                                                                  |
| <a href="#">Working with children in conflict with the law 2021: standards - gov. scot</a> – updated standards expected to be published early 2026.                                                   | ACC CSW      | Initially Children from SIMD1 Communities                                | <p>Linking closely with CPC Lead to ensure CEC Framework and Screening Tool are fully embedded into practice into the city. Workforce development needs are considered and delivered.</p> <p>CARM processes monitored / reviewed to ensure the needs of children being exploited who are/have also caused harm to others are meeting the needs of the child being exploited and responses are rights respecting and child centred.</p> | Increase in NRM referrals for children where there are indicators for exploitation. | Reduction in the number of young people reported as involved in criminal activity |
| <a href="#">Standards for those working with children in conflict with the law 2021</a> – standard 6 / <a href="#">Scottish government response to "reimagining secure care" report - gov. scot</a> / | Police       | Young people who are/or are at risk of coming into conflict with the law | Children will only be arrested, detained, or imprisoned as a measure of last resort and for the shortest appropriate period of time: Community alternatives to secure accommodation Places of safety as alternative to being held in police station will be fully developed removing children from police stations where possible.                                                                                                     | Number of young people arrested                                                     | Reduction in the number of young people arrested                                  |

| Empowered and Resilient                                         |                                                                  |                                                                                                                 |                                                                                                                                                                                 |                                                                                             |                                                                                                                   |
|-----------------------------------------------------------------|------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|
| Input                                                           |                                                                  |                                                                                                                 | Output                                                                                                                                                                          |                                                                                             | Outcome                                                                                                           |
| Key Local or National Drivers                                   | Lead Partner                                                     | Target Population/ Prevention Teir                                                                              | Key Action/ Deliverable                                                                                                                                                         | Output Measure                                                                              | Medium Term 2031                                                                                                  |
| <a href="#">Children (Care and Justice) (Scotland) Act 2024</a> |                                                                  |                                                                                                                 |                                                                                                                                                                                 |                                                                                             |                                                                                                                   |
| <b>UNCRC</b>                                                    |                                                                  |                                                                                                                 |                                                                                                                                                                                 |                                                                                             |                                                                                                                   |
| UNCRC and Feedback from YP                                      | CSB/ACC Youth Work team/AYM                                      | Children and young people who have life experience of things that are in the Children Services Plan 12-18 years | Make sure young people help make choices in the Children's Services Plan, so adults and young people can decide things together and everyone's ideas are listened to and matter | -Level of participation from ladder of empowerment                                          | -adults and young people are making joint decisions in environments set up to support young people's contribution |
| UNCRC and Feedback from YP                                      | CSB/ACC Youth Work team/AYM/shadow board                         | children and young people who have life experience of things that are in the Children Services Plan 12-15 years | Take what works well from the Children's Services Board and trying it in other parts of our city plans (LOIP)                                                                   | --Level of participation from ladder of empowerment                                         | Number of CSP outcomes represented by young people                                                                |
| UNCRC and Feedback from YP                                      | CSB/ all CPA partners / AYM and other youth participation groups | All Children and Young People                                                                                   | Information for and about children and young people is shared in language and ways that is easy for them to find and understand.                                                | -% of CPA plans are written in child/people friendly language or have an easy read version. | All Community Planning Aberdeen Plans and Strategies have                                                         |

| Empowered and Resilient                                                                                                                                                                                                                |              |                                            |                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                  |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|--------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Input                                                                                                                                                                                                                                  |              |                                            | Output                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                   | Outcome                                                                                                                                                                                                                                                          |
| Key Local or National Drivers                                                                                                                                                                                                          | Lead Partner | Target Population/ Prevention Teir         | Key Action/ Deliverable                                                                                                                                                                                                                                                                                                       | Output Measure                                                                                                                                                                                                                                                    | Medium Term 2031                                                                                                                                                                                                                                                 |
|                                                                                                                                                                                                                                        |              |                                            | When children and young people are asked their views, they are told why, what will happen to the information and what will or has happened as a result.                                                                                                                                                                       | -Evidence of consultation with young people on public materials produced                                                                                                                                                                                          | friendly language or have an easy read version                                                                                                                                                                                                                   |
| Keeping the Promise                                                                                                                                                                                                                    |              |                                            |                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                  |
| <p>Local Corporate Parenting Plan, The Promise</p> <p>UNCRC</p> <p>Children (Scotland) Act 1995</p> <p>Children and Young People (Scotland) Act 2014</p> <p>Housing Options Protocols for Care Leavers (Scottish Government, 2013)</p> | CSW, Housing | Care Experienced Young People aged 16 – 26 | Develop and implement a revised Care Leavers Housing Protocol that ensures clear, consistent, and collaborative processes to improve outcomes for care leavers. The protocol will focus on reducing tenancy breakdown by sharing relevant information, meeting individual needs, and promoting the wellbeing of young people. | <p>Up-dated Care Leavers Housing Protocol published and implemented</p> <p>Number of care leavers supported through revised protocol</p> <p>Number of staff aware of and implementing revised protocol</p> <p>Number of staff trained on the revised protocol</p> | <p>Improved housing stability for care leavers.</p> <p>Reduction in tenancy breakdown</p> <p>Young people reporting that they feel safer and more secure in their tenancies</p> <p>Housing protocols fully embed trauma-informed and rights-based approaches</p> |

| Empowered and Resilient                                                                                       |                                             |                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                           |
|---------------------------------------------------------------------------------------------------------------|---------------------------------------------|--------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Input                                                                                                         |                                             |                                            | Output                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                     | Outcome                                                                                                                                                                                                                                                                                                                                   |
| Key Local or National Drivers                                                                                 | Lead Partner                                | Target Population/ Prevention Teir         | Key Action/ Deliverable                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Output Measure                                                                                                                                                                                                                                                                                                      | Medium Term 2031                                                                                                                                                                                                                                                                                                                          |
| Local Corporate Plan<br>The Promise<br>UNCRC Incorporate Act<br>Children and Young People (Scotland) Act 2014 | CSW<br>Corporate Parents across Partnership | Care experienced children and young people | Develop and maintain a Young Person's Participation Network that strengthens engagement and provides structured opportunities for care experienced young people to influence corporate parenting decisions, with formal mechanisms to feed directly into the Corporate Parenting Strategic Improvement Group. <ul style="list-style-type: none"> <li>Care experienced young people have regular, accessible opportunities to share views.</li> <li>Formal feedback loops created between the Network and the Strategic Improvement Group.</li> <li>Deliver workforce development sessions to build understanding of participation methodologies</li> </ul> | Young people report accessible opportunities to provide feedback<br><br>Percentage of corporate parenting actions influenced by young people<br><br>Increased awareness of participation principles and rights-based approaches.<br><br>Workers report improved confidence in applying participation methodologies. | Young people actively involved in shaping corporate parenting priorities and strategies<br><br>Engagement embedded as routine practice<br><br>Participation principles embedded in all corporate parenting plans<br><br>Young people report feeling their views shape decisions<br><br>engagement practices standardised across services. |
| Child Poverty                                                                                                 |                                             |                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                           |

| Empowered and Resilient                           |                |                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                          |                                                          |
|---------------------------------------------------|----------------|-----------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|
| Input                                             |                |                                                     | Output                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                          | Outcome                                                  |
| Key Local or National Drivers                     | Lead Partner   | Target Population/ Prevention Teir                  | Key Action/ Deliverable                                                                                                                                                                                                                                                                                                                                                                                                                                     | Output Measure                                                                                                                                                           | Medium Term 2031                                         |
| <a href="#">Child Poverty (Scotland) Act 2017</a> | Aberdeen Foyer | Young people who are or are at risk of Homelessness | Youth Led Housing Pathway<br><br>Design dedicated housing pathway, developed with and for young people. It will allow them to access affordable housing options immediately and, in a trauma, -informed way. The aims are to: <ul style="list-style-type: none"> <li>• Reduce youth homelessness</li> <li>• Minimise reliance on temporary accommodation</li> <li>• Provide smoother transitions for those leaving home with lower support needs</li> </ul> | Youth housing pathway designed and implemented<br><br>Number of young people using the pathway<br><br>Impact on youth homelessness (assessed through evaluation process) | Reduce Number of Young People in Temporary Accommodation |

## Attainment and Transitions



| Attainment and Transitions                                                                                                                            |               |                                    |                                                                                                                                                                                         |                                     |                                                                                   |
|-------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-----------------------------------------------------------------------------------|
| Input                                                                                                                                                 |               |                                    | Outcome                                                                                                                                                                                 |                                     | Outcome                                                                           |
| Key Local or National Drivers                                                                                                                         | Lead Partner  | Target Population/ Prevention Teir | Key Action/ Deliverable                                                                                                                                                                 | Output Measure                      | Medium Term 2031                                                                  |
| <a href="#">The Curriculum Improvement Cycle (CIC)   About Curriculum for Excellence   Curriculum for Excellence   Education Scotland</a><br>Page 237 | ACC Education | SIMD1 Schools                      | <p>Increase the number of pathways available to young people through expansion of ABZ Campus</p> <p>Support schools to review their curriculum offer in light of the new curriculum</p> | Number of ABZ Campus Pathways       | % increase in the number of pathways available to young people through ABZ Campus |
| <a href="#">Relationships and behaviour in schools: national action plan 2024 to 2027 - gov. scot</a>                                                 | ACC Education | SIMD1 Schools                      | Support schools to ensure relationship and behaviour policies are in line with national plan                                                                                            | Number of incidents recorded        | Reduced number of incidents recorded in schools                                   |
| <a href="#">Children and young people - national neurodevelopmental specification: principles</a>                                                     | Health        | Children with ASN in SIMD1 schools | Ensure formulated support is offered as early as possible.                                                                                                                              | Child's plans reflecting ND support | Children and families receive the support that they need at the earliest          |

| Attainment and Transitions                        |              |                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                        |
|---------------------------------------------------|--------------|------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Input                                             |              | Outcome                            |                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                       | Outcome                                                                                                                                                                                                                                                                                                                                                                                                |
| Key Local or National Drivers                     | Lead Partner | Target Population/ Prevention Teir | Key Action/ Deliverable                                                                                                                                                                                                                                                                                                                                                                                                             | Output Measure                                                                                                                                                                                                                        | Medium Term 2031                                                                                                                                                                                                                                                                                                                                                                                       |
| <a href="#">and standards of care - gov. scot</a> |              |                                    | <p>Improve assessment processes and referral quality by removing duplication and designing a joint assessment process to avoid repetition.</p> <p>Improve knowledge and confidence of the workforce to recognise ASN and respond appropriately, to know the support options available, to present for pre-assessment MDT discussion where appropriate and to make good quality referral with all pre-assessment work completed.</p> | <p>Reduction in rejected referrals<br/>Reduced repetition of assessment processes.<br/>Overall reduction in time from referral to diagnosis.</p> <p>Annual qualitative survey.<br/>Referrals audit – appropriateness and quality.</p> | <p>opportunity to enable them to participate fully at school and in the community.</p> <p>Children and families will experience a smoother assessment process where they will not need to repeat their story or be passed between services.</p> <p>Staff will be aware of support options for children with ASN and their families They will be confident in making appropriate referrals with all</p> |

| Attainment and Transitions                  |                                   |                                                              |                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                  |
|---------------------------------------------|-----------------------------------|--------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Input                                       |                                   |                                                              | Outcome                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                     | Outcome                                                                                                                                                                                                                          |
| Key Local or National Drivers               | Lead Partner                      | Target Population/ Prevention Teir                           | Key Action/ Deliverable                                                                                                                                                                      | Output Measure                                                                                                                                                                                                                                                                                                                                                                                      | Medium Term 2031                                                                                                                                                                                                                 |
|                                             |                                   |                                                              |                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                     | pre-assessment work completed.                                                                                                                                                                                                   |
| <a href="#">No One Left Behind strategy</a> | ACC Employability and Skills Team | Young people (16+) not in employment, education, or training | <p>Employability support for young people aged 16+ not in employment education or training.</p> <p>Employability support for young people leaving school without a positive destination.</p> | <p>Number of young people being supported by ABZWorks</p> <p>Number of young people supported by ABZWorks completing accredited training</p> <p>Number of young people supported by ABZWorks entering employment</p> <p>Number of young people supported by ABZWorks into further education</p> <p>Number of young people supported by ABZWorks sustaining a positive destination for 12 months</p> | <p>This activity is entirely externally funded and subject to annualised funding.</p> <p>Young people, their families, and partner agencies will be aware of and able to easily access and engage in employability activity.</p> |

| Attainment and Transitions                                                                                                                                                                                             |                                       |                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                |                                                                                                                                                                                                                             |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------|-------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Input                                                                                                                                                                                                                  |                                       |                                           | Outcome                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                | Outcome                                                                                                                                                                                                                     |
| Key Local or National Drivers                                                                                                                                                                                          | Lead Partner                          | Target Population/ Prevention Teir        | Key Action/ Deliverable                                                                                                                                                                                                                                                                                                                                                                                                                         | Output Measure                                                                                                                                                                                                                                 | Medium Term 2031                                                                                                                                                                                                            |
| <b>UNCRC</b>                                                                                                                                                                                                           |                                       |                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                |                                                                                                                                                                                                                             |
| UNCRC and Feedback from YP                                                                                                                                                                                             | CLD city wide partners                | Young people who take part in youth work  | Young people will help make decisions about things that matter to them by taking part in activities and groups made for their age, where their ideas are listened to and make a difference                                                                                                                                                                                                                                                      | % of young people being supported by youth work who achieve a nationally recognised award                                                                                                                                                      | % of young people being supported by youth work who report that their physical and mental wellbeing has improved.                                                                                                           |
| <b>Keeping the Promise</b>                                                                                                                                                                                             |                                       |                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                |                                                                                                                                                                                                                             |
| Local Corporate Parenting Plan<br>Northeast of Scotland College (NESCOT)<br>Corporate Parenting Plan<br>The Promise<br>UNCRC<br>Children and Young People (Scotland) Act 2014<br>Scottish Care Leavers Covenant (2015) | CSW, Corporate Parenting Lead, NESCOT | Care Experienced Young People aged 16 -26 | Develop and implement a multi-agency NESCOT Forum that co-ordinates support for care leavers by: <ul style="list-style-type: none"> <li>Enabling care leavers to access, sustain, and succeed in education opportunities offered by NESCOT</li> <li>Promoting inclusive educational pathways and improving outcomes through multi-agency collaboration</li> <li>Ensuring student voices are central to planning and decision-making.</li> </ul> | Forum established and meeting regularly with active multi-agency participation.<br><br>Referral systems and information-sharing protocols in place and used effectively.<br><br>Care leavers report improved access to advice and guidance for | Improved alignment with national standards and local strategic plans for corporate parenting<br><br>Sustained improvement in college enrolment and retention rates for care leavers.<br><br>Reduction in the number of care |

| Attainment and Transitions    |              |                                    |                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                 |
|-------------------------------|--------------|------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Input                         |              | Outcome                            |                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                 | Outcome                                                                                                                                                                                                                                                                                                                                                                                         |
| Key Local or National Drivers | Lead Partner | Target Population/ Prevention Teir | Key Action/ Deliverable                                                                                                                                                                                                                                                             | Output Measure                                                                                                                                                                                                                  | Medium Term 2031                                                                                                                                                                                                                                                                                                                                                                                |
|                               |              |                                    | <ul style="list-style-type: none"> <li>Facilitating information sharing to support individual students in sustaining and completing courses.</li> <li>Working collaboratively to prevent financial disadvantage, including avoiding unnecessary suspension of bursaries.</li> </ul> | <p>education and training. Increased awareness among staff and partners of support pathways and financial entitlements.</p> <p>Early evidence of reduced disruption to bursary payments through collaborative intervention.</p> | <p>experienced young people not in education, employment, or training (NEET)</p> <p>Enhanced educational attainment and progression into employment or further study</p> <p>Student voice embedded in planning and decision-making processes across NESCOL and partner agencies</p> <p>Multi-agency collaboration becomes standard practice for supporting care leavers, ensuring financial</p> |

| Attainment and Transitions    |                |                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                  |                                                             |
|-------------------------------|----------------|-----------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|
| Input                         |                | Outcome                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                  | Outcome                                                     |
| Key Local or National Drivers | Lead Partner   | Target Population/ Prevention Teir                  | Key Action/ Deliverable                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Output Measure                                                                                                                                                                                                                                                   | Medium Term 2031                                            |
|                               |                |                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                  | stability and continuity of learning.                       |
| <b>Child Poverty</b>          |                |                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                  |                                                             |
| Page 242                      | Aberdeen Foyer | Young people who are or are at risk of Homelessness | <p>Build on Upstream Pilot:</p> <p>Rationale: Northfield Academy has piloted Upstream, a preventative approach that spots young people who are at greater risk of homelessness. Homelessness prevention still depends, however, upon getting the right support to these young people at the right time.</p> <p>Action: Building on the pilot, Homewards Aberdeen will increase the wraparound support that is available for young people who have self-identified through the initial survey.</p> | <p>Track improvements in wellbeing outcomes for young people identified through the survey</p> <p>Monitor how many participants avoid homelessness following early intervention</p> <p>Assess feedback from young people and schools on the support received</p> | Increased number of young people supported by the programme |

| Attainment and Transitions    |                                                    |                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                          |                                                                                 |
|-------------------------------|----------------------------------------------------|-----------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------|
| Input                         |                                                    |                                                     | Outcome                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                          | Outcome                                                                         |
| Key Local or National Drivers | Lead Partner                                       | Target Population/ Prevention Teir                  | Key Action/ Deliverable                                                                                                                                                                                                                                                                                                                                                                                                                                 | Output Measure                                                                           | Medium Term 2031                                                                |
|                               |                                                    |                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Use learning to inform and encourage wider rollout of the Upstream model across Aberdeen |                                                                                 |
| ???                           | Shelter Scotland                                   | Young people who are or are at risk of Homelessness | <p>Train Young People in Housing Skills</p> <p>Rationale: Housing instability is greater for young people who lack the skills to get and keep a home. Survey information shows that many young people in Aberdeen don't currently have these skills.</p> <p>Action: Homewards Aberdeen will deliver material and lesson plans to local schools. It will focus on housing options, tenancy rights, and essential life skills for maintaining a home.</p> | Material and lesson plans designed and piloted                                           | At least 90% of young people in Aberdeen know where to seek guidance on housing |
|                               | The Royal Foundation, Burgesses of Guild and Seven | Young people who are or are at risk of Homelessness | Unlock job opportunities for young people in Aberdeen:                                                                                                                                                                                                                                                                                                                                                                                                  | Number of employers signed up to the Crisis Homeless Alliance                            | At least four Aberdeen-based employers supported to begin hiring 18- to         |



| Attainment and Transitions    |                     |                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                |                                                                |
|-------------------------------|---------------------|------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------|----------------------------------------------------------------|
| Input                         |                     | Outcome                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                | Outcome                                                        |
| Key Local or National Drivers | Lead Partner        | Target Population/ Prevention Teir | Key Action/ Deliverable                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Output Measure                                                                 | Medium Term 2031                                               |
|                               | Incorporated Trades |                                    | <p>Rationale: Getting and keeping a job is crucial to avoiding homelessness.</p> <p>Action: Homewards Aberdeen will work with private-sector partners to create inclusive, sustainable jobs for young people who are at risk of, or experiencing, homelessness. Target sectors will be guided by local labour market analysis, including insights from Hays, and will recognise the changing economy of Aberdeen.</p> <p>We will also encourage employers across Aberdeen to sign up to the Crisis Homelessness Alliance's framework. Our particular focus will be on helping employers to meet the pledge of "supporting employees who may be at risk of homelessness." This includes supporting employers to:</p> | Number of employers signed up that receive support to implement the CHA pledge | 25-year-olds who are at risk of, or experiencing, homelessness |

| Attainment and Transitions    |              |                                    |                                                                                                                                                                                                                    |                |                  |
|-------------------------------|--------------|------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|------------------|
| Input                         |              |                                    | Outcome                                                                                                                                                                                                            |                | Outcome          |
| Key Local or National Drivers | Lead Partner | Target Population/ Prevention Teir | Key Action/ Deliverable                                                                                                                                                                                            | Output Measure | Medium Term 2031 |
|                               |              |                                    | <ul style="list-style-type: none"> <li>Identify staff who are at risk of, or experiencing, homelessness</li> <li>Provide information and guidance</li> <li>Signpost, and give access to, timely support</li> </ul> |                |                  |

## Glossary of Acronyms

| Acronym | Meaning / Definition  |
|---------|-----------------------|
| ACC     | Aberdeen City Council |

|           |                                                                                                                     |
|-----------|---------------------------------------------------------------------------------------------------------------------|
| ACEL      | Achievement of Curriculum for Excellence Levels                                                                     |
| AYM       | Aberdeen Youth Movement                                                                                             |
| BAM       | Becoming a Man (Programme)                                                                                          |
| CAMHS     | Child and Adolescent Mental Health Services                                                                         |
| CEYP      | Care Experienced Young People                                                                                       |
| CIC       | Curriculum Improvement Cycle                                                                                        |
| CLD       | Community Learning and Development                                                                                  |
| CPA       | Community Planning Aberdeen                                                                                         |
| CPR       | Child Protection Register                                                                                           |
| CCH       | Community Child Health                                                                                              |
| CEC       | Child Criminal Exploitation                                                                                         |
| CSB       | Children's Services Board                                                                                           |
| CSW       | Children's Social Work                                                                                              |
| DHP       | Discretionary Housing Payment                                                                                       |
| EEI       | Early and Effective Intervention (Justice context)                                                                  |
| ESSENCE-D | Early Symptomatic Syndromes Eliciting Neurodevelopmental Clinical Examinations – Diagnostic (specialist assessment) |
| GIRFEC    | Getting It Right For Every Child (Scottish policy framework)                                                        |
| HELP      | Health Equity & Learning Project                                                                                    |
| LOIP      | Local Outcome Improvement Plan                                                                                      |
| MDT       | Multi-Disciplinary Team                                                                                             |
| MMR       | Measles, Mumps, Rubella (vaccine)                                                                                   |
| NIF       | National Improvement Framework                                                                                      |
| NHS       | National Health Service                                                                                             |
| NHSG      | NHS Grampian                                                                                                        |
| PNA       | Population Needs Assessment                                                                                         |
| SCQF      | Scottish Credit and Qualifications Framework                                                                        |
| SIMD      | Scottish Index of Multiple Deprivation                                                                              |
| SLC       | Speech, Language and Communication                                                                                  |
| SQA       | Scottish Qualifications Authority                                                                                   |
| UNCRC     | United Nations Convention on the Rights of the Child                                                                |
| WSA       | Whole System Approach                                                                                               |
| YJMU      | Youth Justice Management Unit                                                                                       |

|        |                                                               |
|--------|---------------------------------------------------------------|
| YPYPYF | Your Place, Your Plans, Your Future (consultation/engagement) |
|--------|---------------------------------------------------------------|

This page is intentionally left blank



|                         |                                                                        |
|-------------------------|------------------------------------------------------------------------|
| <b>Progress Report</b>  | CPA Improvement Programme Status                                       |
| <b>Lead Officer</b>     | Michelle Crombie, Strategic Lead, Prevention and Community Empowerment |
| <b>Report Author</b>    | Nicole Davey, Improvement Programme Officer                            |
| <b>Date of Report</b>   | 7 January 2026                                                         |
| <b>Governance Group</b> | Community Planning Aberdeen Management Group – 21 January 2026         |

### 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) and status of the projects as we come to the end of the Improvement Programme and transition to the Local Outcome Improvement Plan 2026-36

### 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 Local Outcome Improvement Plan 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 Local Outcome Improvement Plan 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 Local Outcome Improvement Plan and these connections are detailed in the Improvement Programme, as well as the Locality Plan.

#### COMMUNITY PLANNING ABERDEEN IMPROVEMENT PROGRAMME 2024-26 – OVERVIEW OF PROGRESS AND STATUS

- 2.1 The CPA improvement programme approved in April 2024 run from 2024-2026. Appendix 1 to this report details the current status of the improvement aims as the improvement programme comes to an end and we transition to the Local Outcome Improvement Plan 2026-36

2.2 Of the 97 aims, all have been aligned to LOIP 2026-36, or another Partner Strategic Plan, or embedded as business as usual.

2.3 The table below provides a breakdown of the number of aims to achieved and our progress towards that as at January 2026, as below a final update, by way of the annual report, will be provided at the next meeting.

| Number of aims to be achieved | No. of aims achieved | No. of aims improving trend | No. of aims steady trend | No. of aims with baseline position | No. of aims declining |
|-------------------------------|----------------------|-----------------------------|--------------------------|------------------------------------|-----------------------|
| 97                            | 38                   | 21                          | 23                       | 14                                 | 1                     |

#### **NEXT STEPS/TRANSITION TO THE LOCAL OUTCOME IMPROVEMENT PLAN 2036**

2.4 Improvement Projects all provide a quarterly update to show progress towards the aim and impact of the changes being tested. As we approach the end of the Local Outcome Improvement Plan 2016-26 and the improvement programme for 2024-26, a final project update will be provided by all live projects on 2 April 2026 to confirm status at that time towards the improvement aim. This update will also confirm where improvement activity has been embedded into partner systems, as well as where the aim aligns to priorities within the new Local Outcome Improvement Plan for 2026-36. A final overview report will be reported to the Board on 18 March 2026 providing clear status of the improvement aims and Stretch Outcomes. The annual report for 2025/26 will also evidence the outcomes and areas for improvement being taken forward in the Local Outcome Improvement Plan 2026-36.

#### **Recommendations for Action**

it is recommended that the Management Group:

- i) note the current status of the 97 improvement aims and next steps/transition to the Local Outcome Improvement Plan 2026-2036.

#### **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**

Allison Swanson, Community Planning and Improvement Manager  
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](#)

### Contact details:

|                      |                                                                            |
|----------------------|----------------------------------------------------------------------------|
| <b>Name</b>          | Nicole Davey                                                               |
| <b>Title</b>         | Improvement Programme Officer                                              |
| <b>Email Address</b> | <a href="mailto:ndavey@aberdeencity.gov.uk">ndavey@aberdeencity.gov.uk</a> |

This page is intentionally left blank

## Appendix 1: Community Planning Aberdeen Improvement Programme 2024-26 – Status as at January 2026 and transition to LOIP 2026-36

### Aim status Ragging:

Aim Achieved: white

Improving: green

Steady: amber

Declining: Red

Baseline Position Remains: Grey

Not Live: Blue

| Project Ref.                                                                                                                                                                                 | Project Aim                                                                                                                          | Project Manager        | Aim status (Aim Achieved, improving, steady, declining) | Status; embedded as BAU, Ended, aligned to X Plan, Aligned to LOIP 2026-36 | Alignment to 26-36 LOIP System Changes                                                                                                                                                                        |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------|------------------------|---------------------------------------------------------|----------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>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.</b> |                                                                                                                                      |                        |                                                         |                                                                            |                                                                                                                                                                                                               |
| 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         | Aim achieved                                            | Embedded as Business As Usual                                              |                                                                                                                                                                                                               |
| 1.2                                                                                                                                                                                          | 10% of people seeking fuel poverty support are no longer in fuel poverty by 2026.                                                    | SCARF, Dave Sims       | Aim achieved                                            | Embedded as Business as Usual and aligned to LOIP 2026-36                  | 3.2 Cash first plus approach along with standardised income maximisation advice and access to employability support and<br>4.4 Co-develop community energy solutions with neighbourhoods (solar, heat, power) |
| 1.3                                                                                                                                                                                          | Increase the number of people referred from food banks to cash first initiatives by 10% by 2026.                                     | Cfine, Graeme Robbie   | Improving Trend                                         | Aligned to LOIP 2026-36                                                    | 3.2 Cash first plus approach along with standardised income maximisation advice and access to employability support.                                                                                          |
| 1.4                                                                                                                                                                                          | Increase the uptake of unclaimed benefits across Aberdeen City by 10% by 2025.                                                       | ACC, Angela Kazmierzak | Aim achieved                                            | Embedded as Business As Usual and aligned to LOIP 2026-36                  | 3.2 Cash first plus approach along with standardised income maximisation advice and access to employability support                                                                                           |
| 1.5                                                                                                                                                                                          | Ensure 100% of those assessed as homeless are offered a financial assessment to check they are accessing all appropriate benefits by | ACC, Angela Kazmierzak | Aim achieved                                            | Embedded as Business As Usual and aligned to LOIP 2026-36                  | 3.2 Cash first plus approach along with standardised income maximisation advice and access to employability support<br>3.3 Community hub network to provide                                                   |

| Project Ref.                                                             | Project Aim                                                                                                                                           | Project Manager                            | Aim status (Aim Achieved, improving, steady, declining) | Status; embedded as BAU, Ended, aligned to X Plan, Aligned to LOIP 2026-36 | Alignment to 26-36 LOIP System Changes                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|--------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|---------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                          | 2025                                                                                                                                                  |                                            |                                                         |                                                                            | coordinated, consistent and accessible person centred services and support.<br>3.8 Wrap-around support service to reduce evictions and widen access to Registered Social Landlords (ATAP).                                                                                                                                                                                                                                                                                             |
| <b>Stretch Outcome 2: 74% employment rate for Aberdeen City by 2026.</b> |                                                                                                                                                       |                                            |                                                         |                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| 2.1                                                                      | Support 25 people from ethnic minorities into sustained, good quality employment by 2026                                                              | GREC, Ross Mackay/Maria Jose Pavez         | Baseline position remains                               | Aligned to LOIP 2026-36                                                    | 2.4 Establish a joined up community based “outreach” employability support model, providing support alongside other services.                                                                                                                                                                                                                                                                                                                                                          |
| 2.2                                                                      | Support 25 people into good quality jobs within Health and Social Care by 2026.                                                                       | NHSG, Gerry Lawrie                         | Baseline position remains                               | Aligned to LOIP 2026-36                                                    | 2.1 Develop specific employment pipelines providing a variety of entry points into targeted skills demand sectors (health and social care, creative industries, energy, food, drink, tourism, digital tech)                                                                                                                                                                                                                                                                            |
| 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          | Aim achieved                                            | Embedded as Business as Usual and aligned to LOIP 2026-36                  | 2.7 Create a fair work charter with anchor organisations and employers increasing fair work opportunities for vulnerable groups.                                                                                                                                                                                                                                                                                                                                                       |
| 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 | Aim achieved                                            | Embedded as Business As Usual and aligned to LOIP 2026-36                  | 2.4 Establish a joined up community based “outreach” employability support model, providing support alongside other services.<br>2.5 Develop a community based hospitality training opportunity and linked employment<br>2.6 Develop a localised employability accreditation recognising life skills and support people gain and move to new jobs.<br>2.7 Create a fair work charter with anchor organisations and employers increasing fair work opportunities for vulnerable groups. |

| Project Ref.                                                                                                                         | Project Aim                                                                                                                                                                         | Project Manager                      | Aim status (Aim Achieved, improving, steady, declining) | Status; embedded as BAU, Ended, aligned to X Plan, Aligned to LOIP 2026-36                 | Alignment to 26-36 LOIP System Changes                                                                                                                                                                |
|--------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|---------------------------------------------------------|--------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 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 | Aim achieved                                            | Embedded as Business As Usual, aligned to LOIP 2026-36                                     | 2.2 Develop an Aberdeen Social Enterprise Network to grow existing social enterprises and develop new enterprises where there are gaps or opportunities to support people gain employability skills   |
| 2.6                                                                                                                                  | Support 40 young parents in training and/or employability provision by 2026                                                                                                         | ACC, Laura                           | Improving Trend                                         | Embedded as Business As Usual and aligned to LOIP 2026-36                                  | 2.4 Establish a joined up community based “outreach” employability support model, providing support alongside other services.                                                                         |
| 2.7                                                                                                                                  | Upskill 50 individuals who are experiencing digital barriers to apply for employment opportunities by 2026.                                                                         | ACC, Rebecca Craigmile               | Aim achieved                                            | Embedded as Business as Usual and aligned to LOIP 2026-36                                  | 2.4 Establish a joined up community based “outreach” employability support model, providing support alongside other services.                                                                         |
| 2.8                                                                                                                                  | Support 25 individuals to gain employability skills via volunteering opportunities by 2026                                                                                          | TBC                                  | Not Live                                                | Aligned to LOIP 2026-36                                                                    | 2.3 Develop a partnership approach that attracts investment into Aberdeen’s heritage environment including creating new, investable projects which improves access to heritage spaces and activities. |
| <b>Stretch Outcome 3: 95% of all children will reach their expected developmental milestones by their 27-30 month review by 2026</b> |                                                                                                                                                                                     |                                      |                                                         |                                                                                            |                                                                                                                                                                                                       |
| 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                 | Aim achieved                                            | Embedded as Business as Usual/aligned to Children's Services Plan 2026-31 and LOIP 2026-36 | 1.1 Provide vulnerable families a named worker and helping them access whole family support.                                                                                                          |
| 3.2                                                                                                                                  | Increase by 40% the number of Peep programmes delivered by multi-agency partners by 2025.                                                                                           | ACC, Natasha Martens                 | Aim Steady                                              | Embedded as Business as Usual/aligned to Children's Services Plan 2026-31                  |                                                                                                                                                                                                       |
| 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                  | Aim achieved                                            | Aligned to Children’s Services Plan and LOIP 2026-36                                       | 1.1 Provide vulnerable families a named worker and helping them access whole family support.                                                                                                          |

| Project Ref.                                                                                                     | Project Aim                                                                                                                                                        | Project Manager      | Aim status (Aim Achieved, improving, steady, declining) | Status; embedded as BAU, Ended, aligned to X Plan, Aligned to LOIP 2026-36 | Alignment to 26-36 LOIP System Changes                                                                                                                                                                                                                                        |
|------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|---------------------------------------------------------|----------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 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  | Aim achieved                                            | Aligned to Children's Services Plan and LOIP 2026-36                       | 1.1 Provide vulnerable families a named worker and helping them access whole family support.                                                                                                                                                                                  |
| 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   | Aim Steady                                              | Aligned to Children's Services Plan 2026-31                                |                                                                                                                                                                                                                                                                               |
| <b>Stretch Outcome 4: 90% of children and young people report they feel listened to all of the time by 2026.</b> |                                                                                                                                                                    |                      |                                                         |                                                                            |                                                                                                                                                                                                                                                                               |
| 4.1                                                                                                              | Reduce demand on Tier 3 services by 5% by 2026.                                                                                                                    | TBC                  | Baseline position remains                               | Aligned to Children's Services Plan 2026-31                                |                                                                                                                                                                                                                                                                               |
| 4.2                                                                                                              | Reduce waiting time for interventions starting, by each tier 2/3 service by 5% by 2026.                                                                            | TBC                  | Baseline position remains                               | Aligned to Children's Services Plan 2026-31                                |                                                                                                                                                                                                                                                                               |
| 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. | ACHSCP, Viba Gaikwad | Aim Steady                                              | Aligned to Children's Services Plan/ Corporate Parenting Plan              |                                                                                                                                                                                                                                                                               |
| 4.4                                                                                                              | Increase by 5% the number of S1-S6 pupils who report that they feel confident by 2025.                                                                             | ACC, Emma Powell     | Aim Achieved                                            | Embedded as Business as Usual/aligned to Children's Services Plan 2026-31  |                                                                                                                                                                                                                                                                               |
| 4.5                                                                                                              | Increase by 10% the % of children living in areas of deprivation who feel safe in their communities by 2025.                                                       | ACC, Craig Singer    | Improving Trend                                         | Aligned to Children's Services Plan 2026-31 and LOIP 2026-36               | 1.2 Co-creation with children and young people a city centre (and communities) safe spaces providing youth activities, communal spaces and access to supportive professionals as a contextual safeguarding response to Child Criminal Exploitation and risk of substance use. |

| Project Ref.                                                                                                                                                                                                                                | Project Aim                                                                                                                                  | Project Manager           | Aim status (Aim Achieved, improving, steady, declining) | Status; embedded as BAU, Ended, aligned to X Plan, Aligned to LOIP 2026-36                                           | Alignment to 26-36 LOIP System Changes                                                       |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|---------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| <b>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.</b> |                                                                                                                                              |                           |                                                         |                                                                                                                      |                                                                                              |
| 5.1                                                                                                                                                                                                                                         | Reduce by 5% the number of children entering the care system by 2024.                                                                        | ACC, Tam Walker           | Aim Achieved                                            | BAU/Aligned to Children's Services Plan and Corporate Parenting Plan                                                 |                                                                                              |
| 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. | ACHSCP, Viba Gaikwad      | Aim Steady                                              | Aligned to Children's Services Plan/ Corporate Parenting Plan                                                        |                                                                                              |
| 5.3                                                                                                                                                                                                                                         | Increase the number of care experienced young people by 10% receiving multiagency throughcare/aftercare support by 2024.                     | ACC, Isabel McDonnell     | Aim Achieved                                            | Embedded as Business as Usual/aligned to Children's Services Plan 2026-31 and Corporate Parenting Plan               |                                                                                              |
| 5.4                                                                                                                                                                                                                                         | 80% of care experienced parents will report that they believed they were sufficiently prepared for parenthood by 2026.                       | NHSG, Bethany Murdoch     | Aim Achieved                                            | Embedded as Business as Usual/aligned to Children's Services Plan 2026-31/ LOIP 2026-36 and Corporate Parenting Plan | 1.1 Provide vulnerable families a named worker and helping them access whole family support. |
| 5.5                                                                                                                                                                                                                                         | 80% of the identified multi-agency workforce successfully complete Corporate Parenting training aligned to the Promise by 2025.              | ACC, Khrisopher O'Mahoney | Improving Trend                                         | Embedded as Business as Usual/aligned to Corporate Parenting Plan                                                    |                                                                                              |
| <b>Stretch Outcome 6: 95% of children living in our priority neighbourhoods (Quintiles 1 and 2) will sustain a positive destination upon leaving school by 2026.</b>                                                                        |                                                                                                                                              |                           |                                                         |                                                                                                                      |                                                                                              |
| 6.1                                                                                                                                                                                                                                         | 75% of identified multi-agency staff reporting confidence in identifying and taking action on harm by 2026.                                  | ACC, Lisa Williams        | Improving Trend                                         | Embedded as Business as Usual/aligned to Children's Services Plan 2026-31                                            |                                                                                              |



| Project Ref.                                                                                   | Project Aim                                                                                                                            | Project Manager                | Aim status (Aim Achieved, improving, steady, declining) | Status; embedded as BAU, Ended, aligned to X Plan, Aligned to LOIP 2026-36                                    | Alignment to 26-36 LOIP System Changes                                                                                                                                                                                                                                                                                                                                  |
|------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|---------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 6.2                                                                                            | Increase to 3 the delivery of co-located and delivered services by health and education by 2024.                                       | ACC, Alison Horne              | Aim Achieved                                            | Aligned to Children's Services Plan and LOIP 2026-36                                                          | 3.3 Community hub network to provide coordinated, consistent and accessible person centred services and support.                                                                                                                                                                                                                                                        |
| 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                | Aim Achieved                                            | Embedded as Business as Usual/aligned to Children's Services Plan 2026-31 and LOIP 26-36                      | 1.4 Create bespoke support programmes for young people who are more likely to disengage from school and not achieve a positive destination.                                                                                                                                                                                                                             |
| 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                | Aim Achieved                                            | Embedded as Business as Usual/aligned to Children's Services Plan 2026-31 and NIF                             | 1.4 Create bespoke support programmes for young people who are more likely to disengage from school and not achieve a positive destination.                                                                                                                                                                                                                             |
| 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              | Aim Declining                                           | Embedded as Business as Usual/aligned to Children's Services Plan 2026-31 and NIF                             |                                                                                                                                                                                                                                                                                                                                                                         |
| 6.6                                                                                            | Increase to 50 the no. of people completing more integrated health and care courses by 2025.                                           | NESCOL, Alesia Du Plessis      | Aim Achieved                                            | Embedded as Business as Usual/aligned to Children's Services Plan 2026-31 and NIF                             |                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Stretch Outcome 7: 83.5% fewer young people (under 18) charged with an offence by 2026.</b> |                                                                                                                                        |                                |                                                         |                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                         |
| 7.1                                                                                            | Reduce by 20% the number of care experienced young people charged with an offence by 2025.                                             | Police Scotland, Callum Spence | Aim Achieved                                            | Embedded as Business as Usual/aligned to Children's Services Plan 2026-31/LOIP 26-36/Corporate Parenting Plan | 1.2 Co-creation with children and young people a city centre (and communities) safe spaces providing youth activities, communal spaces and access to supportive professionals as a contextual safeguarding response to Child Criminal Exploitation and risk of substance use. /<br>1.3 Develop a programme to support 12-18 year olds boys to become positive citizens. |
| 7.2                                                                                            | Reduce by 15% the number of care experienced young people reported missing from Children's homes to                                    | Police Scotland, Callum        | Aim Achieved                                            | Embedded as Business as Usual/aligned to Children's Services Plan 2026-31                                     |                                                                                                                                                                                                                                                                                                                                                                         |

| Project Ref.                                                                                                                      | Project Aim                                                                                                                                                      | Project Manager                | Aim status (Aim Achieved, improving, steady, declining) | Status; embedded as BAU, Ended, aligned to X Plan, Aligned to LOIP 2026-36                         | Alignment to 26-36 LOIP System Changes                                                                                                                                                                                                                                                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|---------------------------------------------------------|----------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                   | Police Scotland by 2024.                                                                                                                                         | 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 | Aim Achieved                                            | Embedded as Business as Usual/aligned to Children's Services Plan 2026-31/Corporate Parenting Plan |                                                                                                                                                                                                                                                                                                                                                                      |
| 7.4                                                                                                                               | Increase by 5% the no. of 16/17 year olds who are diverted from prosecution by 2025.                                                                             | ACC, Andrea McGill/Julia Milne | Aim Achieved                                            | BAU/aligned to Children's Services Plan and LOIP/Corporate Parenting Plan                          | 1.2 Co-creation with children and young people a city centre (and communities) safe spaces providing youth activities, communal spaces and access to supportive professionals as a contextual safeguarding response to Child Criminal Exploitation and risk of substance use. / 1.3 Develop a programme to support 12-18 year olds boys to become positive citizens. |
| Page 259                                                                                                                          | Reduce by 15% the number of instances of youth anti-social behaviour calls to Police Scotland by 2025.                                                           | Police Scotland, Fiona Dunn    | Improving Trend                                         | Aligned to Children's Services Plan and LOIP 2026-36                                               | 1.2 Co-creation with children and young people a city centre (and communities) safe spaces providing youth activities, communal spaces and access to supportive professionals as a contextual safeguarding response to Child Criminal Exploitation and risk of substance use.                                                                                        |
| <b>Stretch Outcome 8: 100% of our children with Additional Support Needs/disabilities will experience a positive destination.</b> |                                                                                                                                                                  |                                |                                                         |                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                      |
| 8.2                                                                                                                               | Increase by 5%, the percentage of young people with additional support needs/disability entering a positive destination by 2025.                                 | ACC, Mhairi Shewan             | Improving Trend                                         | Aligned to Children's Services Plan and LOIP 2026-36                                               |                                                                                                                                                                                                                                                                                                                                                                      |
| 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             | Improving Trend                                         | Aligned to Children's Services Plan and LOIP 2026-36                                               | 1.4 Create bespoke support programmes for young people who are more likely to disengage from school and not achieve a positive destination./ 1.5 Sustained work experience opportunities as part of the curriculum offer                                                                                                                                             |

| Project Ref. | Project Aim                                                                                                                                                                                                                                | Project Manager            | Aim status (Aim Achieved, improving, steady, declining) | Status; embedded as BAU, Ended, aligned to X Plan, Aligned to LOIP 2026-36         | Alignment to 26-36 LOIP System Changes                                                                                                                                                                                   |
|--------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|---------------------------------------------------------|------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 8.2          | Increase by 5%, the percentage of young people with additional support needs/disability entering a positive destination by 2025.                                                                                                           | ACC, Mhairi Shewan         | Improving Trend                                         | Aligned to Children's Services Plan and LOIP 2026-36                               | 1.4 Create bespoke support programmes for young people who are more likely to disengage from school and not achieve a positive destination./ 1.5 Sustained work experience opportunities as part of the curriculum offer |
| 8.3          | Increase by 20% the number of registered young carers accessing support from the Young Carers service by 2025.                                                                                                                             | Barnardos, Nicola Williams | Aim Achieved                                            | Embedded as Business As Usual/Aligned to the Children's Services Plan              |                                                                                                                                                                                                                          |
| 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                        | Aim Steady                                              | Aligned to Children's Services Plan 2026-31                                        |                                                                                                                                                                                                                          |
| 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         | Improving Trend                                         | Embedded as Business As Usual/Aligned to Children's Services Plan and LOIP 2026-36 | 1.1 Provide vulnerable families a named worker and helping them access whole family support.                                                                                                                             |
| 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, Emma McPherson       | Aim achieved                                            | Aligned to Children's Services Plan and LOIP 2026-36                               | 1.6 Establish a Neurodivergent pathway to provide multi agency support to families awaiting a neurodevelopmental diagnosis.                                                                                              |

| Project Ref.                                                                                    | Project Aim                                                                                                                                | Project Manager                                  | Aim status (Aim Achieved, improving, steady, declining) | Status; embedded as BAU, Ended, aligned to X Plan, Aligned to LOIP 2026-36          | Alignment to 26-36 LOIP System Changes                                                                                                                                                                                                                                              |
|-------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|---------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                 |                                                                                                                                            |                                                  |                                                         |                                                                                     |                                                                                                                                                                                                                                                                                     |
| <b>Stretch Outcome 9: 10% fewer adults (over 18) charged with more than one offence by 2026</b> |                                                                                                                                            |                                                  |                                                         |                                                                                     |                                                                                                                                                                                                                                                                                     |
| 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 | Improving Trend                                         | Embedded as Business As Usual                                                       |                                                                                                                                                                                                                                                                                     |
| 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                       | Improving Trend                                         | Embedded as Business As Usual and aligned to Local Housing Strategy                 |                                                                                                                                                                                                                                                                                     |
| 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                   | Baseline position remains                               | Being taken forward through a national Police programme and aligned to LOIP 2026-36 | 5.7 Implement treatment and recovery diversion for substance related offences - treating it as a health and social issue, not a crime. The focus will be on care, rehabilitation, and recovery.                                                                                     |
| 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         | Not live                                                | Single system, aligned to Community Justice Performance Plan                        |                                                                                                                                                                                                                                                                                     |
| 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        | Aim achieved                                            | Embedded as business as usual and aligned to LOIP 2026-36                           | 5.7 Implement treatment and recovery diversion for substance related offences - treating it as a health and social issue, not a crime. The focus will be on care, rehabilitation, and recovery.                                                                                     |
| 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                             | Improving Trend                                         | Aligned to LOIP 2026-36                                                             | 5.8 Increase early identification of domestic abuse by embedding domestic abuse-informed practice, safe routine enquiry and implement initiatives, including programmes specific to perpetrators, that support change, challenge harmful behaviours, and prevent domestic violence. |

| Project Ref.                                                                                                 | Project Aim                                                                                     | Project Manager             | Aim status (Aim Achieved, improving, steady, declining) | Status; embedded as BAU, Ended, aligned to X Plan, Aligned to LOIP 2026-36                                  | Alignment to 26-36 LOIP System Changes                                                                                                                                                                                                                                                                   |
|--------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|-----------------------------|---------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 9.7                                                                                                          | 85% of people report they have confidence in Community Justice by 2025.                         | ACVO, Susan Morrison        | Baseline position remains                               | Aligned to Community Justice National performance Framework                                                 |                                                                                                                                                                                                                                                                                                          |
| 9.8                                                                                                          | Increase by 10% community confidence to report hate crimes by 2026.                             | GREC, Ross Mackay           | Aim Steady                                              | Embedded as Business as Usual and aligned to Community Justice Partnership                                  |                                                                                                                                                                                                                                                                                                          |
| 9.9                                                                                                          | Reduce by 10% the number of adult anti social behaviour calls to Police Scotland by 2026.       | Police Scotland, Fiona Dunn | Aim Steady                                              | Embedded as Business as Usual and aligned to Community Justice Partnership and Community Safety Partnership |                                                                                                                                                                                                                                                                                                          |
| 9.10                                                                                                         | Increase by 15% the reports of domestic abuse to Police Scotland by 2026.                       | ACC/VAWP, new PM TBC        | Improving Trend                                         | Aligned to LOIP 2026-36                                                                                     | 5.8 Increase early identification of domestic abuse by embedding domestic abuse-informed practice, safe routine enquiry and implement initiatives, including programmes specific to perpetrators, that that support change, challenge harmful behaviours, and prevent domestic violence.                 |
| <b>Stretch Outcome 10: Healthy life expectancy (time lived in good health) is five years longer by 2026.</b> |                                                                                                 |                             |                                                         |                                                                                                             |                                                                                                                                                                                                                                                                                                          |
| 10.1                                                                                                         | Reduce the 5 year rolling average number of suicides in Aberdeen by at least 5% by 2026.        | ACHSCP, Steven Stark        | Aim Steady                                              | Embedded as Business as Usual and Aligned to Mental Health Delivery Plan and LOIP 2026-36                   | 5.3 Embed a whole system mental health policy, practice and environments model with an open referral system to improve access to support.                                                                                                                                                                |
| 10.2                                                                                                         | Increase the number of carers identified by 20% by 2025.                                        | Quarriers, Ingrid Penny     | Aim achieved                                            | Embedded as Business as Usual and aligned to Carers Strategy 2026-2030 and LOIP 2026-36                     | 5.6 Transform services to provide a Getting It Right for Everyone based model for people with multiple complex needs to access support and health, social care and community led activities locally, where they need it, by sharing premises and allocating a proportion of their budgets to prevention. |
| 10.3                                                                                                         | Increase by 50% the number of people engaged with Stay Well Stay Connected initiatives by 2025. | ACHSCP, Iain Robertson      | Aim achieved                                            | Embedded as Business as Usual and aligned to ACHSCP Strategic Plan                                          | 5.6 Transform services to provide a Getting It Right for Everyone based model for people with multiple complex needs to access support and health, social care and community led activities locally, where they need it, by sharing premises and allocating a proportion of their budgets to prevention. |

| Project Ref.                                                                                                      | Project Aim                                                                                                                                                                              | Project Manager                | Aim status (Aim Achieved, improving, steady, declining) | Status; embedded as BAU, Ended, aligned to X Plan, Aligned to LOIP 2026-36                    | Alignment to 26-36 LOIP System Changes                                                                                                                                                                                                                                                                   |
|-------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|---------------------------------------------------------|-----------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 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           | Aim achieved                                            | Embedded as Business as Usual, aligned to healthy Weight Aberdeen and aligned to LOIP 2026-36 | 5.1 Increase healthier food choices through a city-wide reduction in the promotion and sale of high fat, sugar, and salt (HFSS) products.                                                                                                                                                                |
| 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       | Aim Steady                                              | Embedded as Business as Usual and aligned to NHS Grampian Plan                                | 5.6 Transform services to provide a Getting It Right for Everyone based model for people with multiple complex needs to access support and health, social care and community led activities locally, where they need it, by sharing premises and allocating a proportion of their budgets to prevention. |
| 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          | Aim Achieved                                            | Embedded as Business as Usual and aligned to Tobacco Alliance Aberdeen and LOIP 2026-36       | 1.1 Provide vulnerable families a named worker and helping them access whole family support.                                                                                                                                                                                                             |
| 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 | Aim Achieved                                            | Embedded as Business as Usual and aligned to ACHSCP Strategic Plan and LOIP 2026-36           | 5.6 Transform services to provide a Getting It Right for Everyone based model for people with multiple complex needs to access support and health, social care and community led activities locally, where they need it, by sharing premises and allocating a proportion of their budgets to prevention. |
| 10.8                                                                                                              | Reduce to 4% the number of 13-18 year olds in regular use of Vaping products by 2026.                                                                                                    | ACC, Elaine Thomson            | Aim achieved                                            | Embedded as Business as Usual and aligned to Tobacco Alliance Aberdeen                        |                                                                                                                                                                                                                                                                                                          |
| <b>Stretch Outcome 11: Reduce the rate of both alcohol related deaths and drug related deaths by 10% by 2026.</b> |                                                                                                                                                                                          |                                |                                                         |                                                                                               |                                                                                                                                                                                                                                                                                                          |
| 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         | Aim Steady                                              | Aligned to LOIP 2026-36                                                                       | 1.2 Co-creation with children and young people a city centre (and communities) safe spaces providing youth activities, communal spaces and access to supportive professionals as a contextual safeguarding response to Child Criminal Exploitation and risk of substance use.                            |

| Project Ref. | Project Aim                                                                                                                                                                                              | Project Manager       | Aim status (Aim Achieved, improving, steady, declining) | Status; embedded as BAU, Ended, aligned to X Plan, Aligned to LOIP 2026-36          | Alignment to 26-36 LOIP System Changes                                                                                                                                                                                                                                                                                                                                                                                              |
|--------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|---------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|              |                                                                                                                                                                                                          |                       |                                                         |                                                                                     | 5.2 All partner services and systems will adopt evidenced based, measurable standards to prevent harmful substance use.                                                                                                                                                                                                                                                                                                             |
| 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   | Aim Steady                                              | Embedded as Business as Usual and aligned to LOIP 2026-36                           | 1.2 Co-creation with children and young people a city centre (and communities) safe spaces providing youth activities, communal spaces and access to supportive professionals as a contextual safeguarding response to Child Criminal Exploitation and risk of substance use.<br>5.2 All partner services and systems will adopt evidenced based, measurable standards to prevent harmful substance use.                            |
| 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 | Aim Steady                                              | Embedded as Business as Usual and aligned to LOIP 2026-36                           | 1.1 Provide vulnerable families a named worker and helping them access whole family support.                                                                                                                                                                                                                                                                                                                                        |
| 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    | Aim Steady                                              | Embedded as Business as Usual and aligned to LOIP 2026-36                           | 5.2 All partner services and systems will adopt evidenced based, measurable standards to prevent harmful                                                                                                                                                                                                                                                                                                                            |
| 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  | Improving Trend                                         | Embedded as Business as Usual and aligned to ACHSCP Strategic Plan and LOIP 2026-36 | 5.2 All partner services and systems will adopt evidenced based, measurable standards to prevent harmful substance use.<br>5.6 Transform services to provide a Getting It Right for Everyone based model for people with multiple complex needs to access support and health, social care and community led activities locally, where they need it, by sharing premises and allocating a proportion of their budgets to prevention. |

| Project Ref.                                                                                                                                                                                               | Project Aim                                                                                                                                                                                                     | Project Manager           | Aim status (Aim Achieved, improving, steady, declining) | Status; embedded as BAU, Ended, aligned to X Plan, Aligned to LOIP 2026-36 | Alignment to 26-36 LOIP System Changes                                                                                                                                                          |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|---------------------------------------------------------|----------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                                                                            |                                                                                                                                                                                                                 |                           |                                                         |                                                                            |                                                                                                                                                                                                 |
| 11.6                                                                                                                                                                                                       | 80% of people closed from Assertive Outreach as no longer considered at risk by 2026.                                                                                                                           | ACHSCP, Simon Rayner      | Aim Steady                                              | Embedded as business as usual and aligned to ACHSCP Strategic Plan         |                                                                                                                                                                                                 |
| 11.7                                                                                                                                                                                                       | Increase by 10% the number of people in active recovery from drug and alcohol by 2025.                                                                                                                          | ACHSCP, Simon Rayner      | Improving Trend                                         | Aligned to ACHSCP Strategic Plan and LOIP 2026-36                          | 5.7 Implement treatment and recovery diversion for substance related offences - treating it as a health and social issue, not a crime. The focus will be on care, rehabilitation, and recovery. |
| <b>Stretch Outcome 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.</b> |                                                                                                                                                                                                                 |                           |                                                         |                                                                            |                                                                                                                                                                                                 |
| 12.1                                                                                                                                                                                                       | 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 unrepeated by 2026. | SHMU, Murray Dawson       | Baseline position remains                               | Aligned to Homewards Action Plan                                           |                                                                                                                                                                                                 |
| 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 | Improving Trend                                         | Aligned to Homewards Action Plan                                           | 3.9 Turning vacant and underused Properties Into Homes                                                                                                                                          |
| 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          | Baseline position remains                               | Aligned to Homewards Action Plan and LOIP 2026-36                          | 3.5 People panels made up of people with a mix of lived experience and perspectives to inform decisions.                                                                                        |



| Project Ref. | Project Aim                                                                                                                                                                                           | Project Manager                             | Aim status (Aim Achieved, improving, steady, declining) | Status; embedded as BAU, Ended, aligned to X Plan, Aligned to LOIP 2026-36 | Alignment to 26-36 LOIP System Changes                                                                                                                                                                                                                                                                                              |
|--------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|---------------------------------------------------------|----------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 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              | Improving Trend                                         | Aligned to Homewards Action Plan and LOIP 2026-36                          | 3.7 Upstream Model, Life Skills & Youth Housing Pathways to access safe, affordable homes.                                                                                                                                                                                                                                          |
| 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         | Improving Trend                                         | Aligned to Homewards Action Plan and LOIP 2026-36                          | 3.8 Wrap-around support service to reduce evictions and widen access to Registered Social Landlords (ATAP).                                                                                                                                                                                                                         |
| 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%. | <u>Citizens Advice Bureau, Kristi Kelly</u> | Aim Steady                                              | Aligned to Homewards Action Plan and LOIP 2026-36                          | 3.7 Upstream Model, Life Skills & Youth Housing Pathways to access safe, affordable homes.<br>3.8 Wrap-around support service to reduce evictions and widen access to Registered Social Landlords (ATAP).<br>3.9 Supporting existing tenancies and widen access to the Private Rented Sector (PRS) as a sustainable housing option. |
| 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               | Baseline position remains                               | Aligned to Homewards Action Plan and LOIP 2026-36                          | 3.7 Upstream Model, Life Skills & Youth Housing Pathways to access safe, affordable homes.                                                                                                                                                                                                                                          |
| 12.9         | Increase accessibility to a wider range of housing options to people at risk of homelessness.                                                                                                         | ACC, Mel Booth                              | Not Live                                                | Aligned to Homewards Action Plan and LOIP 2026-36                          | 3.9 Supporting existing tenancies and widen access to the Private Rented Sector (PRS) as a sustainable housing option.<br>3.10 Turning vacant and underused Properties Into Homes                                                                                                                                                   |
| 12.10        | 100% of frontline staff in key sectors are asking about housing insecurity and acting to provide necessary support by 2026                                                                            | ACC, Rachel Harrison                        | Baseline position remains                               | Aligned to Homewards Action Plan and LOIP 2026-36                          | 3.3 Community hub network to provide coordinated, consistent and accessible person centred services and support.<br>3.8 Wrap-around support service to reduce evictions and widen access to Registered Social Landlords (ATAP).                                                                                                     |

| Project Ref.                                                                                                                                                             | Project Aim                                                                                                                                                                                                                                   | Project Manager         | Aim status (Aim Achieved, improving, steady, declining) | Status; embedded as BAU, Ended, aligned to X Plan, Aligned to LOIP 2026-36 | Alignment to 26-36 LOIP System Changes                                                                                                                                       |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|---------------------------------------------------------|----------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Stretch Outcome 13: Addressing climate change by reducing Aberdeen's carbon emissions by at least 61% by 2026 and adapting to the impacts of our changing climate</b> |                                                                                                                                                                                                                                               |                         |                                                         |                                                                            |                                                                                                                                                                              |
| 13.1                                                                                                                                                                     | Reduce public sector carbon emissions by at least 7% by 2026.                                                                                                                                                                                 | ACC, Alison Leslie      | Aim achieved                                            | Embedded as Business As Usual, aligned to LOIP 2026-36                     | 4.4 Co-develop community energy solutions with neighbourhoods (solar, heat, power)<br>4.5 Creation of circular neighbourhoods using incentives, rewards and recognition      |
| 13.2                                                                                                                                                                     | Reduce the generation of waste in Aberdeen by 8% by 2026.                                                                                                                                                                                     | NHSG, Phil Mackie       | Aim Steady                                              | Embedded as Business as Usual and aligned to LOIP 2026-36                  | 4.5 Creation of circular neighbourhoods using incentives, rewards and recognition                                                                                            |
| 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         | Aim Steady                                              | Aligned to LOIP 2026-36                                                    | 4.5 Creation of circular neighbourhoods using incentives, rewards and recognition                                                                                            |
| 13.267                                                                                                                                                                   | Reduction in falls in intervention areas by 20% by end of 2025 compared to the non-intervention areas by 2025                                                                                                                                 | NHSG, Danny Ruta        | Aim achieved                                            | Aligned to the Central Locality Plans                                      |                                                                                                                                                                              |
| <b>Stretch Outcome 14: Addressing climate change by reducing Aberdeen's carbon emissions by at least 61% by 2026 and adapting to the impacts of our changing climate</b> |                                                                                                                                                                                                                                               |                         |                                                         |                                                                            |                                                                                                                                                                              |
| 14.1                                                                                                                                                                     | Increase % of people who walk as one mode of travel by 5% by 2026.                                                                                                                                                                            | NESTRANS, Caroline Hood | Aim Steady                                              | Aligned to LOIP 2026-36                                                    | 4.2 Create a network of green byways/wildlife corridors connecting green space for people and nature<br>4.3 City for Nature movement with local living and learning networks |
| 14.2                                                                                                                                                                     | Increase % of people who cycle and wheel as one mode of travel by 2% by 2026.                                                                                                                                                                 | NESTRANS, Caroline Hood | Aim Steady                                              | Aligned to LOIP 2026-36                                                    | 4.2 Create a network of green byways/wildlife corridors connecting green space for people and nature<br>4.3 City for Nature movement with local living and learning networks |

| Project Ref.                                                                                                                                                                           | Project Aim                                                                                                                                        | Project Manager         | Aim status (Aim Achieved, improving, steady, declining) | Status; embedded as BAU, Ended, aligned to X Plan, Aligned to LOIP 2026-36 | Alignment to 26-36 LOIP System Changes                                                                                                                                       |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|---------------------------------------------------------|----------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 14.3                                                                                                                                                                                   | Reduce car kms by 5% by 2026                                                                                                                       | NESTRANS, Caroline Hood | Baseline position remains                               | Aligned to LOIP 2026-36                                                    | 4.2 Create a network of green byways/wildlife corridors connecting green space for people and nature<br>4.3 City for Nature movement with local living and learning networks |
| <b>Stretch Outcome 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.</b> |                                                                                                                                                    |                         |                                                         |                                                                            |                                                                                                                                                                              |
| 15.1                                                                                                                                                                                   | Increase to 65% the proportion of people who feel they can regularly experience good quality natural space by 2026                                 | ACC, Steven Shaw        | Improving Trend                                         | Aligned to LOIP 2026-36                                                    | Aligned to system change: Create a network of green byways/wildlife corridors connecting green space for people and nature.                                                  |
| 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     | Improving Trend                                         | Aligned to NHS Grampian Plan for the Future 2022-2032                      |                                                                                                                                                                              |
| 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     | Aim Achieved                                            | Aligned to LOIP 2026-36                                                    | 4.3 City for Nature movement with local living and learning networks                                                                                                         |
| 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     | Aim Steady                                              | Aligned to LOIP 2026-36                                                    | 4.3 City for Nature movement with local living and learning networks                                                                                                         |
| 15.5                                                                                                                                                                                   | Increase by 50% the number of community groups delivering local environmental improvements in their neighbourhoods by 2026                         | NESCAN, Alison Stuart   | Aim achieved                                            | Aligned to LOIP 2026-36                                                    | Aligned to system change: Creation of 'pocket parks' and land for growing food                                                                                               |

| Project Ref.                                                                                                                               | Project Aim                                                                                                                                                                                                                                   | Project Manager                        | Aim status (Aim Achieved, improving, steady, declining) | Status; embedded as BAU, Ended, aligned to X Plan, Aligned to LOIP 2026-36                      | Alignment to 26-36 LOIP System Changes                                                                                                                                                                                                                        |
|--------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|---------------------------------------------------------|-------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Stretch Outcome 16: 50% of people report they feel able to participate in decisions that help change things for the better by 2026.</b> |                                                                                                                                                                                                                                               |                                        |                                                         |                                                                                                 |                                                                                                                                                                                                                                                               |
| 16.1                                                                                                                                       | 100% of decisions which impact on children and young people are informed by them by 2026.                                                                                                                                                     | ACC, Margaret Stewart                  | Aim achieved                                            | Embedded as Business as Usual and aligned to Children's Services Plan 2026-31 and LOIP 2026-36. | 3.5 People panels made up of people with a mix of lived experience and perspectives to inform decisions.                                                                                                                                                      |
| 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                   | Improving Trend                                         | Embedded as Business as Usual and aligned to LOIP 2026-36                                       | Aligned to system change "A community agreement approach to working with communities to co-design and co-deliver neighbourhood-level services to enhance locality planning"                                                                                   |
| 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 | Aim achieved                                            | Embedded as Business as Usual within the Locality Planning Team.                                | 3.5 People panels made up of people with a mix of lived experience and perspectives to inform decisions.<br>3.6 Community collaboratives to engage communities in the co-design and co-delivery of neighbourhood-level services, enhancing locality planning. |
| 16.4                                                                                                                                       | 10% increase in amount of funding distributed by local funders across Aberdeen City using non-traditional methods by 2026.                                                                                                                    | ACVO, Maggie Hepburn                   | Baseline position remains                               | Aligned to LOIP 2026-36 and Community Empowerment Strategy                                      | 3.4 Pooled anti-poverty and inequality budgets across sectors to optimise resources available to support improvement in communities.                                                                                                                          |
| 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                       | Baseline position remains                               | Embedded as Business as Usual and aligned to LOIP 2026-36                                       | 3.6 Community collaboratives to engage communities in the co-design and co-delivery of neighbourhood-level services, enhancing locality planning.                                                                                                             |

| Project Ref. | Project Aim                                                                                                                                                                                   | Project Manager          | Aim status (Aim Achieved, improving, steady, declining) | Status; embedded as BAU, Ended, aligned to X Plan, Aligned to LOIP 2026-36 | Alignment to 26-36 LOIP System Changes                                                                                                            |
|--------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|---------------------------------------------------------|----------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|
| 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 | Aim Steady                                              | Embedded as Business as Usual and aligned to LOIP 2026-36                  | 3.6 Community collaboratives to engage communities in the co-design and co-delivery of neighbourhood-level services, enhancing locality planning. |



|                         |                                                          |
|-------------------------|----------------------------------------------------------|
| <b>Progress Report</b>  | North East Scotland College<br>Strategic Plan 2025-2030  |
| <b>Lead Officer</b>     | Robin McGregor, Vice Principal: Curriculum and Quality   |
| <b>Report Author</b>    | Robert Laird, Head of Planning and Academic Partnerships |
| <b>Date of Report</b>   | 12 January 2026                                          |
| <b>Governance Group</b> | CPA Management Group – 21 January 2026                   |

### **Purpose of the Report**

To present North East Scotland College's Strategic Plan 2025-2030 for endorsement.

### **Summary of Key Information**

NESCol is a member of the CPA Board, the CPA Management Group, and four Outcome Improvement Groups.

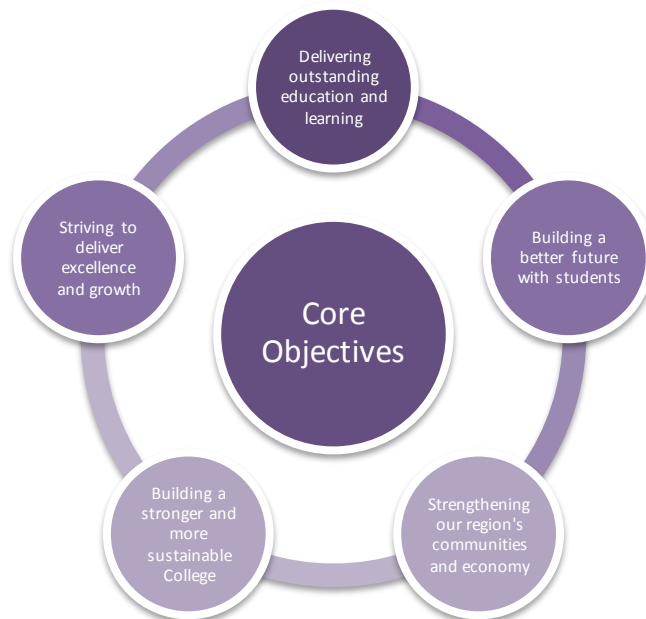
The Strategic Plan 2025–2030 has been developed through a collaborative and inclusive process, engaging staff, students, stakeholders, and community partners across a range of forums. This has included an all-staff survey, targeted consultations, strategic workshops with the Leadership Team and Regional Board, student workshops across campuses, a Winter Development Day staff session, open information events, and online feedback opportunities.

The insights gathered through these activities have been carefully analysed to identify key themes and priorities, which have shaped the development of a high-level strategic framework. The resulting plan sets out a clear and ambitious direction for the College, underpinned by a strong regional focus, a commitment to sustainability and innovation, and a shared vision for student success and institutional growth.

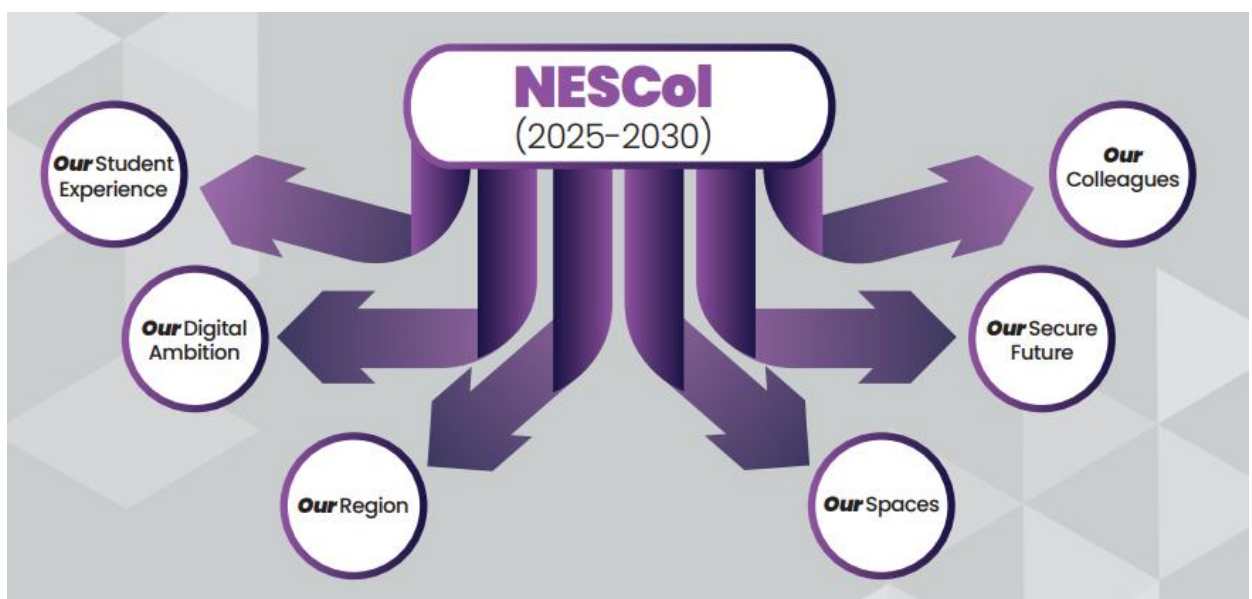
The plan is structured with clear articulation of:

Who We Are (an infographic overview)  
 Why We're Here (mission statement)  
 What We Stand For (core values)  
 Where We're Going (vision statement)  
 How We'll Get There (key objectives)





There are 6 sub-strategies, each contributing to the overarching College goals. There are themes that cut across many, if not all sub-strategies (eg innovation, sustainability, efficiency, wellbeing, skills).



Each sub-strategy within the Strategic Plan is structured to articulate a clear ambition, define key objectives, and outline the College's overarching approach to achieving its goals.

At the end of the Strategic Plan there is a table to show how the key objectives of the plan are addressed across the sub-strategies. This clearly maps the strategic objectives to the relevant sub-strategies, ensuring full coverage and alignment.

# mapping objectives to sub-strategies

The table below demonstrates how the key objectives of the Strategic Plan are addressed across the sub-strategies. This maps the strategic objectives to the relevant sub-strategies, ensuring full coverage and alignment.

| Sub-Strategy           | Core Objective                                    |     |     |     |                                            |     |     |     |                                                        |     |     |     |                                                      |     |     |     |                                               |     |     |     |
|------------------------|---------------------------------------------------|-----|-----|-----|--------------------------------------------|-----|-----|-----|--------------------------------------------------------|-----|-----|-----|------------------------------------------------------|-----|-----|-----|-----------------------------------------------|-----|-----|-----|
|                        | 1 – Delivering outstanding education and training |     |     |     | 2 – Building a better future with students |     |     |     | 3 – Strengthening our region's communities and economy |     |     |     | 4 – Building a stronger and more sustainable College |     |     |     | 5 – Striving to deliver excellence and growth |     |     |     |
|                        | 1.1                                               | 1.2 | 1.3 | 1.4 | 2.1                                        | 2.2 | 2.3 | 2.4 | 3.1                                                    | 3.2 | 3.3 | 3.4 | 4.1                                                  | 4.2 | 4.3 | 4.4 | 5.1                                           | 5.2 | 5.3 | 5.4 |
| Our Colleagues         | ✓                                                 |     | ✓   |     |                                            |     |     |     |                                                        |     |     |     |                                                      |     |     |     | ✓                                             | ✓   |     |     |
| Our Student Experience | ✓                                                 | ✓   |     | ✓   | ✓                                          | ✓   | ✓   | ✓   | ✓                                                      | ✓   |     | ✓   |                                                      | ✓   |     |     | ✓                                             |     | ✓   |     |
| Our Digital Ambition   |                                                   | ✓   | ✓   |     | ✓                                          |     |     |     |                                                        |     |     |     |                                                      |     | ✓   |     | ✓                                             | ✓   | ✓   |     |
| Our Spaces             |                                                   |     |     |     |                                            |     |     |     |                                                        | ✓   | ✓   |     | ✓                                                    |     |     |     | ✓                                             |     | ✓   | ✓   |
| Our Secure Future      | ✓                                                 |     |     |     |                                            |     |     |     | ✓                                                      | ✓   | ✓   |     |                                                      | ✓   |     | ✓   | ✓                                             | ✓   |     |     |
| Our Region             | ✓                                                 |     |     |     |                                            |     | ✓   |     | ✓                                                      | ✓   | ✓   | ✓   |                                                      |     |     |     | ✓                                             |     |     | ✓   |

A summary of each sub-strategy is given below:

## Our Student Experience

NESCol aims to deliver a transformative and inclusive student experience by implementing high-impact teaching strategies aligned with the sparqs Student Learning Experience Model, harnessing technology for a future-ready curriculum, and embedding a trauma-informed support model. The College will focus on smooth student transitions, wellbeing, and fostering a sense of belonging, while empowering students to co-create their learning journey and actively shape College culture. Success will be measured by improved student success rates, satisfaction, engagement, and positive destinations.

## Our Colleagues

The College is committed to being a progressive employer by attracting and retaining diverse talent, enhancing staff engagement, and supporting professional growth through planned learning and development. Initiatives include improving recruitment and onboarding, expanding employee benefits, and fostering a culture of trust, transparency, and open communication. Staff will be empowered to influence strategic direction, and leadership development will be prioritised to ensure a motivated and high-performing workforce.

## Our Region

The College will act as a catalyst for regional economic and social growth by aligning its curriculum with industry needs, strengthening partnerships with employers, local authorities, and community organisations, and widening access to education. NESCol will support urban regeneration, community health, and social mobility, while building its reputation as a trusted partner for workforce development and innovation. Engagement with regional stakeholders will ensure the College remains responsive to evolving priorities.

## Our Digital Ambition



NESCol's digital strategy focuses on equitable access to robust digital infrastructure, advancing staff digital skills, and integrating adaptive technologies into teaching and learning. The College will benchmark digital maturity, expand digital training, and promote a digital-first culture through leadership and governance. Innovation will be encouraged by piloting new technologies, reducing paper-based processes, and developing digital resources and support tools.

### Our Spaces

The College will create welcoming, safe, and energising campus environments by enhancing the atmosphere and utilisation of spaces, investing in infrastructure, and developing design principles for both teaching and public areas. Community engagement will be deepened through increased access, flexible programmes, and outreach initiatives, while each campus's unique features will be celebrated. Efficiency and utilisation will be improved through targeted estate management and stakeholder feedback.

### Our Secure Future

NESCol is dedicated to ensuring financial, environmental, and social sustainability by diversifying income streams, implementing a robust Carbon Management Plan, and embedding sustainable practices across operations and curriculum. The College will promote a culture of safety, innovation, and wellbeing, and strengthen business continuity planning. Regional skills will be preserved and promoted through targeted programmes and community engagement, supporting both traditional industries and future growth.

The full Strategic Plan is available [here](#).

The College's contribution to the Local Outcome Improvement Plan (LOIP) is summarised below, cross-referenced to strategic objectives.

| <b>Priorities:</b>                                                                                | <b>College Contribution:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <b>Strategic Objectives(s):</b>            |
|---------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|
| <ul style="list-style-type: none"> <li>Prosperous Economy</li> </ul>                              | <p>The College is a partner of CPA working with partners on locality planning, community empowerment, and improving outcomes for the population of Aberdeen City, especially those who experience poorer outcomes as a result of socio-economic disadvantage. The work of the CPA sees the College contributing to initiatives for priority and at-risk neighbourhoods, and priority communities of interest, eg children and young people, people with disabilities.</p> <p>NESCol is a member of the CPA Board, the CPA Management Group, and four Outcome Improvement Groups:</p> <p><u>Aberdeen Prospers</u>: supports delivery of the Local Outcome Improvement Plan (LOIP) and underpinning locality plans.</p> | <p><b>1.1, 2.1, 3.1, 3.2, 3.4, 5.4</b></p> |
| <ul style="list-style-type: none"> <li>Prosperous People (Children &amp; Young People)</li> </ul> | <p><u>Children's Services Board</u>: ensures the effective delivery of services for children and young people at all stages of their development and growth. All key agencies that deliver services for children and young people in Aberdeen City are represented, working together to deliver the</p>                                                                                                                                                                                                                                                                                                                                                                                                               | <p><b>2.1, 2.2, 3.4</b></p>                |

|                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |          |
|------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
|                                                                              | City's Children's services plan and using the Scottish Government's 'Getting It Right for Every Child' as a common approach to deliver better outcomes for children and to measure success. The College also participates in a number of associated work streams.                                                                                                                                                                                                                                                                                                                                                     |          |
| <ul style="list-style-type: none"> <li>Prosperous People (Adults)</li> </ul> | <p><u>Alcohol and Drugs Partnership Group</u>: has been established to work towards a decrease in drugs-related deaths and a reduction in harmful levels of drinking. Partners are working together to raise awareness of the dangers of excessive drinking and of gateway and classified drugs, to analyse the available data to consider clusters, themes and early indicator warnings which can inform our collective response and to facilitate meaningful, assertive outreach in the community.</p> <p>The College is also a member of the Local Employability Partnership and the Training Providers Forum.</p> | 2.2, 3.2 |
| <ul style="list-style-type: none"> <li>Prosperous Place</li> </ul>           | The College will establish clear, realistic, and achievable carbon-reduction targets supported by defined actions. This includes a 10% reduction in NESCol's overall carbon footprint and a 30% reduction in the carbon impact of staff travel. A new Carbon Management Plan for 2025–2030 will set out these ambitions in detail. In addition, the College will introduce annual Sustainable Development Goals (SDG)-focused initiatives to ensure that all 17 SDGs are meaningfully prioritised throughout the five-year sub-strategy cycle.                                                                        | 4.1, 4.2 |

As part of the review of the refreshed LOIP and the development of the strategic plan, NESCol has ensured that membership is aligned to the CPA structure, where is it relevant.

### **NESCol Strategic Plan: Assessment of Alignment and Contribution to LOIP & Locality Plans 2026-36**

A co-pilot assessment of the NESCol Strategic Plan against the alignment and contribution to LOIP and Locality Plans 2026-36 is contained at Appendix 1 for discussion.

#### **Recommendations for Action**

It is recommended that members of the CPA Management Group:

- i) note the NESCol Strategic Plan for 2025-2030, and the alignment to the refreshed LOIP 2016-26, for submission to the CPA Board on 18 March 2026 for endorsement; and
- ii) discuss the assessment of alignment and contribution to LOIP & Locality Plans 2026-36 at Appendix 1.

### Opportunities and Risks

NESCol, in developing the Strategic Plan 2025-2030, has identified the opportunities for partnership working and has aligned its strategic priorities to the refreshed LOIP. The plan is submitted to raise awareness, and shows where alignment to the LOIP is in place. NESCol seeks the opportunity to strengthen existing partnerships and develop new ones.

### Consultation

The plan was approved by the NESCol Regional Board in June 2025. A wide consultation took place and all planning partners were invited to contribute.

### Background Papers

Refreshed LOIP:  
[LOIP-16-26-April-2024.pdf](#)

Contact details:

|                      |                                                                |
|----------------------|----------------------------------------------------------------|
| <b>Name</b>          | Robert Laird                                                   |
| <b>Title</b>         | Head of Planning and Academic Partnerships                     |
| <b>Email Address</b> | <a href="mailto:r.laird@nescol.ac.uk">r.laird@nescol.ac.uk</a> |

# **NESCol Strategic Plan: Assessment of Alignment and Contribution to LOIP & Locality Plans 2026-36**

## **Overall Alignment Summary**

NESCol's Strategic Plan 2025–30 aligns strongly and visibly with the draft refreshed Aberdeen LOIP 2026–36 and the three Locality Plans (North, Central, South).

The college's mission, values and six strategic sub strategies directly reflect the citywide priorities around positive destinations, fair work, poverty reduction, community wellbeing, sustainability and climate-resilient neighbourhoods.

NESCol is a statutory partner of Community Planning Aberdeen and participates in core CPA governance (Board, Management Group, OIGs) as well as operates as a regionally anchored organisation with clear commitments to equity, inclusion, community partnership, sustainability, and economic transformation, placing it in a strong position to support LOIP system changes and locality-level delivery.

## **Opportunities to Strengthen Alignment**

1. Explicitly name the LOIP system changes NESCol will support or co-lead.
2. Specify contributions in North, Central and South (projects, pathways, target groups).
3. Align KPIs to LOIP metrics (positive destinations, fair work, poverty reduction, community hub use, carbon reduction).
4. Use the estate as a platform for community learning, green initiatives, outreach employability, and safe spaces.
5. Champion fair work through early adoption of the Fair Work Charter and employer mobilisation.
6. Co-design Just Transition pathways in green skills, retrofit, digital and care with LOIP partners.

See tables below for further information.

**Table 1 — Assessment of NESCol Strategic Plan 2025–30 against the LOIP 2026–36**

| LOIP Stretch Outcome        | Key LOIP Aims / System Changes                                                                                                            | NESCol Contribution                                                                                | Strengths                                                                               | Gaps / Requirements                                                                          |
|-----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| SO1 Positive Destinations   | 1.1–1.6 Named worker & whole-family support; safe spaces; harm prevention; positive citizenship; bespoke supports; neurodivergent pathway | High-impact teaching, trauma-informed approach, smooth transitions; strong employer links          | Strong inclusion & transitions focus; good platform for sustained work experience       | Need clarity on NESCol role in LOIP 1.x; SIMD1 cohorts not defined; limited metric alignment |
| SO2 Fair Work               | 2.1–2.7 Pipelines; Social Enterprise Network; outreach; hospitality skills; accreditation; Fair Work Charter                              | Curriculum aligned to industry; able to co-develop pipelines, outreach, accreditation              | Strong employer links; curriculum agility; good for outreach and Fair Work mobilisation | Charter adoption & formalised role needed; joint KPIs required                               |
| SO3 Poverty Reduction       | 3.1–3.10 Meals; Cash First Plus; community hubs; pooled budgets; people panels; homelessness prevention                                   | Widening access; student support; campuses as hubs/venues for meals/advice                         | Trusted anchor; venues/services extend reach; strong fit with hub model                 | Referral pathways, hosting commitments & shared reporting not specified                      |
| SO4 Greener, Fairer Places  | 4.1–4.5 Pocket parks; nature corridors; City for Nature; community energy; circular neighbourhoods                                        | Carbon Plan & estates align to greening/growing/circularity; repair cafés/tool libraries potential | Published carbon targets; strong estates/curriculum levers                              | Need locality sites & joint targets for 4.1–4.5                                              |
| SO5 Healthy Life Expectancy | 5.1–5.8 HFSS reduction; harm standards; open-referral MH; gambling recovery; LTC peer networks; GIRFE; diversion                          | Trauma-informed support; wellbeing-first culture; MH signposting; prevention activity              | Strong wellbeing & prevention ethos; digital inclusion                                  | Need protocols for MH referral, harm prevention & diversion; metric alignment                |

**Table 2 — Assessment of NESCol Strategic Plan 2025–30 against the Locality Plans**

| Social Determinant                     | Change Ideas (All Localities)                                                                                                                                                                                             | NESCol Contribution                                                                                                                                                                             | Strengths                                                                                                         | Dependencies / Gaps                                                                                                                                 |
|----------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|
| Economic Stability                     | Jobs fairs; sector/skills tasters; trades try-outs; employability outreach (SIMD1); social enterprise development; Cash First rollout; community meals; job/noticeboards                                                  | Host job fairs; deliver tasters & accredited pathways; embed work experience; outreach delivery; Cash First signposting; support social enterprise incubation; catering support for meals       | Strong employer links; flexible accredited delivery; alignment to LOIP outcomes & anti-poverty work               | Locality-level targets; joint SOPs for Cash First; throughput KPIs; data-sharing; enterprise incubator partnership                                  |
| Children, Families & Lifelong Learning | Youth work expansion (relaxed, creative, music, youth cafés); healthy eating; cycle proficiency/safety; mentoring vulnerable young people; community-led skills workshops (digital, trades, creative); walking bus/safety | Provide venues for youth work; student-led arts/media; mentors/tutors; culinary/healthy eating workshops; cycle safety education; short community courses                                       | Large student volunteer pool; strong curriculum breadth; estate access; strong match to creative/service learning | Safeguarding protocols; evening/weekend staffing; volunteer coordination; partnership alignment with schools/third sector                           |
| Neighbourhood & Environment            | Litter picks; greenspace activation; art installations; green routes; tool/gardening libraries; repair cafés; cycle tracks & e-bike safety; minor maintenance/benches                                                     | Service-learning for greenspace & litter projects; student creative installations; operate repair/tool libraries; horticulture & growing projects; active travel education; volunteer clean-ups | Strong sustainability & LOIP 4.1–4.5 alignment; visible community impact; curricular integration                  | Insurance/H&S for tool libraries; LA approvals; estates permissions; H&S for active travel and greenspace projects                                  |
| Communities & Housing                  | Community galas/events; assistance hubs; volunteer schemes; multicultural learning; New Scots conversations; co-working/assistance hubs; blended comms; community asset use                                               | Campus access for hubs/co-working; ESOL/bridging delivery; volunteer accreditation; student-led comms & events; facilitation of community conversations                                         | Trusted regional anchor; flexible estate; inclusive learning; strong comms capability                             | Partnership operating model; comms governance; hub service menu; security/insurance; facilitation resource                                          |
| Health & Social Care                   | Community assistance hubs; safe spaces for young people; outdoor exercise; drug alert messaging; men's wellbeing programmes; early intervention; mental health navigation and referral pathways                           | Host/co-locate hubs; provide MH signposting; student facilitators; support safe spaces; contribute to public-health messaging; wellbeing-focused student projects                               | Strong prevention ethos; trauma-informed model; estate suitable for community health access                       | Formal MH/open-referral protocols; clarify NESCol's supporting—not leading—role in drug alerts; safeguarding boundaries; joint operating procedures |

This page is intentionally left blank



|                         |                                                                        |
|-------------------------|------------------------------------------------------------------------|
| <b>Progress Report</b>  | Community Planning Budget 2025/2026 – Q3 Budget Monitoring Report      |
| <b>Lead Officer</b>     | Michelle Crombie, Strategic Lead, Prevention and Community Empowerment |
| <b>Report Author</b>    | Allison Swanson, Community Planning and Improvement Manager            |
| <b>Date of Report</b>   | 6 January 2026                                                         |
| <b>Governance Group</b> | CPA Management Group – 21 January 2026                                 |

|                                                                                                                                                                       |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Purpose of the Report</b>                                                                                                                                          |
| The purpose of this report is to provide an update on the 2025/26 Community Planning Budget's financial performance for the period 1 October 2025 to 31 January 2026. |

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<br>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 3.



|                                                                   | <b>2025/26<br/>Budget £</b> | <b>Year to date<br/>spend £</b> | <b>Full<br/>year<br/>forecast £</b> | <b>Variance £<br/><br/>(Difference<br/>between<br/>forecast<br/>and<br/>budget)</b> |
|-------------------------------------------------------------------|-----------------------------|---------------------------------|-------------------------------------|-------------------------------------------------------------------------------------|
| Fairer Aberdeen Fund                                              | 1,534,436                   | 1,098,162                       | 1,534,436                           | 0                                                                                   |
| ACVO Third Sector Interface/<br>engagement:<br>Community Planning | 62,321                      | 31,160.50                       | 62,321                              | 0                                                                                   |
| City Voice                                                        | 37,000                      | 37,000                          | 37,000                              | 0                                                                                   |
| <b>Total</b>                                                      | <b>1,633,757</b>            | <b>1,166,322.50</b>             | <b>1,633,757</b>                    | <b>0</b>                                                                            |

### Recommendations for Action

It is recommended that the CPA Management Group:

- i) Note Community Planning Aberdeen Budget's performance during quarter 3 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](mailto:mcrombie@aberdeencity.gov.uk)



## FORWARD PLANNER

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

| <b>Title of report</b>                                                                 | <b>Contact Officer</b>                                                                   |
|----------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
| <b>Community Planning Aberdeen Management Group 21 Jan /18 Mar 2026</b>                |                                                                                          |
| Draft Local outcome Improvement Plan and Locality Plans for public consultation        | Michelle Crombie (Aberdeen City Council)/ Allison Swanson                                |
| Draft Children's Services Plan 2026-31                                                 | Graeme Simpson (Aberdeen City Council)                                                   |
| Community Planning Aberdeen Improvement Programme Quarterly Update                     | Allison Swanson (Aberdeen City Council)                                                  |
| Health Determinants Research Collaboration Update                                      | Martin Murchie (Aberdeen City Council)                                                   |
| Community Planning Aberdeen Quarterly Budget Monitoring Report (Management Group only) | Michelle Crombie (Aberdeen City Council)                                                 |
| North East Scotland College Strategic Plan                                             | Robin MacGregor (North East Scotland College)                                            |
| The NHS as a Population Health Organisation (Board only)                               | Shantini Paranjothy (NHS Grampian)                                                       |
| <b>Community Planning Aberdeen Management Group 20 May/ 11 June 2026</b>               |                                                                                          |
| Final Draft Local outcome Improvement Plan                                             | Allison Swanson (Aberdeen City Council)                                                  |
| Final Draft Locality Plans                                                             | Jade Leyden (Aberdeen City Council)/ Iain Robertson (Health and Social Care Partnership) |
| Final Children's Services Plan                                                         | Graeme Simpson (Aberdeen City Council)                                                   |
| Health Determinants Research Collaboration Update                                      | Martin Murchie (Aberdeen City Council)                                                   |
| Community Planning Aberdeen Quarterly Budget Monitoring Report (Management Group only) | Michelle Crombie (Aberdeen City Council)                                                 |
| CPA Budget 2026/27                                                                     | Michelle Crombie (Aberdeen City Council)                                                 |
| <b>Community Planning Aberdeen Management Group 12 Aug/ 9 Sept 2026</b>                |                                                                                          |
| Health Determinants Research Collaboration Update                                      | Martin Murchie (Aberdeen City Council)                                                   |
| Community Planning Aberdeen Quarterly Budget Monitoring Report (Management Group only) | Michelle Crombie (Aberdeen City Council)                                                 |
| Community Learning and Development Plan Annual Report                                  | Margaret Stewart (Aberdeen City Council)                                                 |
| <b>Community Planning Aberdeen Management Group 6 Oct/ 18 Nov 2026</b>                 |                                                                                          |
| Health Determinants Research Collaboration Update                                      | Martin Murchie (Aberdeen City Council)                                                   |
| Community Planning Aberdeen Quarterly Budget Monitoring Report (Management Group only) | Michelle Crombie (Aberdeen City Council)                                                 |
| <b>TBC</b>                                                                             |                                                                                          |

| <b>Title of report</b>                                                                                                      | <b>Contact Officer</b>                |
|-----------------------------------------------------------------------------------------------------------------------------|---------------------------------------|
| HMP Prison/ Greene King/ Aberdeen City Council Partnership Update                                                           | Isla Newcombe (Aberdeen City Council) |
| University of Aberdeen/Community Planning Aberdeen Synergies Presentation ( <i>Board only</i> )                             | Pete Edwards (university of Aberdeen) |
| Housing Bill Stage 2 of the parliamentary process; and full Implementation Plan when the Bill has progressed through Stage. | Mel Booth (Aberdeen City Council)     |

Acronyms:

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



# **Aberdeen City Council - External Funding Newsletter December 2025**

**Click the links below!**

**[Grants for Community](#)**

**[Groups/Not-for-profit/Local Authority](#)**

**[Grants for Businesses](#)**

**[Further Support and Contacts](#)**

**[Future Funds/News](#)**

# Grants for Community Groups/Not-for-profit/Local Authority

## Aberdeen City Council - Youth Activity Grants

Aberdeen City Council is offering Youth Activity Grants to support children and young people aged 12–25 in developing and participating in activities that might otherwise be unavailable to them. For 2025/26, £50,000 has been allocated from the Common Good Fund.

### Eligible Expenditure:

- Costs for youth activities that promote personal development, skills, and social inclusion.
- Equipment, materials, and resources required for activities.
- Venue hire and associated activity costs.

The maximum grant available is £2,000 per application.

Applications accepted throughout the year; subject to available funds.

Voluntary, community, or school groups based in Aberdeen (not individuals) can apply.

[CLICK HERE TO LEARN MORE](#)



# Youth Scotland - Grassroots Youth Work Fund

Supports youth groups and organisations in Scotland to provide safe spaces, positive experiences, and trusted adult support for young people. Priority is given to work with young people in SIMD 1–2 areas or those experiencing multiple Adverse Childhood Experiences (ACEs), poverty, criminal activity, and anti-social behaviour. Eligible Expenditure:

- Youth work activities addressing poverty, isolation, anti-social behaviour, and mental health
- Outdoor activities, peer mentoring, wellbeing workshops, creative projects

Funding Amount: Up to £2,000 per application; Deadline: 11 December 2025

All funded activity must be completed by 31 March 2026

Open to Youth Scotland member groups and local community-based youth work organisations working with ages 11–25. Applicants must have a turnover under £500,000. Non-members must evidence governance, safeguarding policies, and a bank account. No match funding required.

[CLICK HERE TO LEARN MORE](#)



## Corra Foundation – Boost Small Grants

Supports small, community-led organisations and charities across Scotland delivering activities for children and families affected by poverty or disadvantage. Funding can be used for practical help, activities, gatherings, or other local needs that strengthen communities. Eligible Expenditure:

- Community-led activities for children and families
- Practical support addressing poverty and disadvantage
- Events, resources, and local engagement initiatives

Funding Amount: £500–£3,000 for constituted groups; £250–£1,500 for unconstituted groups

Open from July 2025 until funds are allocated (approx. March 2026)

Applicants must be charities or constituted community organisations with an income under £50,000, or unconstituted local groups. Constituted groups must have at least three committee members and governing documents confirming non-profit status and asset lock.

[CLICK HERE TO LEARN MORE](#)



# Tesco Stronger Starts

Supports schools, charities, and community organisations across Scotland to deliver projects that give children, young people, and families a stronger start in life. Funding can be used for activities such as improving playgrounds, growing and food projects, outdoor play, and purchasing kit for healthy activities. Projects that include a food element (e.g., healthy snacks or lunches) are currently prioritised. Eligible Expenditure:

- School playground improvements and outdoor play
- Growing and food projects
- Equipment for healthy activities and youth sports
- Projects providing healthy snacks or meals

Funding Amount: Up to £1,500 per project; Deadline: Rolling application; projects selected quarterly for Tesco customer vote. Open to schools, registered charities, and not-for-profit organisations supporting children, young people, or families.

[CLICK HERE TO LEARN MORE](#)



## Scottish Gambling Education Hub – Gambling Education Youth Fund

Supports groups of young people across Scotland to create and deliver gambling education and prevention projects. Funding helps raise awareness of gambling-related harms through youth-led initiatives. Eligible Expenditure:

- Materials or technology for project delivery
- Training to develop new skills
- Food and refreshments for participants

Funding Amount: Up to £500 per project

Deadline: Applications accepted year-round; subject to available funds

Projects must be led by or involve young people aged 11–25, take place in Scotland, and be facilitated by a community group, organisation, or educational institution. An adult staff member must oversee delivery and manage funds.

[CLICK HERE TO LEARN MORE](#)



# Volunteering Matters Action Earth Grants 2025

Supports volunteer groups in Scotland to run environmental activities in urban green spaces, helping tackle climate and biodiversity crises. Activities should enrich local nature and improve biodiversity, such as creating or enhancing community gardens, wildflower meadows, ponds, woodlands, and wildlife habitats.

Eligible Expenditure:

- Plants, tools, materials, and some volunteer expenses
- Projects involving practical outdoor activity by volunteers
- Activities improving accessible urban green spaces

Funding Amount: Up to £250 per project. Deadline: Projects must be completed and feedback submitted by 28 February 2026

[CLICK HERE TO LEARN MORE](#)



## The Mushroom Trust

Supports organisations in Scotland to create, maintain, and improve urban green spaces, enhancing biodiversity and community access to nature.

Eligible Expenditure:

- Planting trees, shrubs, and flowers
- Landscaping and habitat creation
- Maintenance and improvement of existing green spaces

Funding Amount: Typically small grants (commonly £500–£5,000); Deadline: Applications accepted year-round; decisions made periodically

Open to charities, community groups, and voluntary organisations working to improve urban green spaces in Scotland. Applicants must demonstrate clear community benefit and environmental impact.

[CLICK HERE TO LEARN MORE](#)





# Community and Renewable Energy Scheme (CARES) – Community Solar Fund

Supports community and faith organisations in Scotland to install solar PV panels and battery storage in community buildings. This short-term pilot aims to help communities act quickly to reduce carbon emissions and energy costs. Eligible Expenditure:

- Solar PV installation (recommended under 50kW)
- Battery storage systems
- Associated installation costs

Funding Amount: Grants available (amount varies by project; up to 100% of eligible costs possible); Deadline: All funds must be spent and claimed by 31 March 2026; allocated on a first-come, first-served basis. Applicants must be constituted community or faith organisations in Scotland. Projects should be straightforward to install (e.g., accessible roof, not listed building). Cannot apply if you have received a CARES grant offer for renewable measures since 1 April 2025 for the same building.



[CLICK HERE TO LEARN MORE](#)

## North East Scotland – Community Sustainable Travel Grant Scheme

Supports constituted community groups, registered charities, and social enterprises in Aberdeen and Aberdeenshire to deliver projects that encourage sustainable travel. Funding can cover up to 100% of project costs for initiatives such as improving walking and cycling access, installing secure cycle parking, providing shower/changing facilities, or developing community travel plans.

Eligible Expenditure:

- Secure cycle parking and storage
- Shower/changing facilities for active travel
- Improving pedestrian/cycling access to community facilities
- Volunteer training or surveys to develop sustainable travel plans

Funding Amount: Up to £5,000 per project; Deadline: 11 December 2025; projects must be completed by 31 March 2026. Open to constituted community groups, registered charities, and social enterprises based in Aberdeen or Aberdeenshire. Applicants should demonstrate commitment through volunteer time or resources. Cannot fund improvements to private residences.

[CLICK HERE TO LEARN MORE](#)

nestrans

# Turtleton Charitable Trust

Supports registered charities in Scotland, primarily in the fields of heritage and the arts. A small number of grants are also considered for projects advancing education or supporting disadvantaged groups.

## Eligible Expenditure:

- Projects promoting arts, culture, and heritage (priority for heritage and visual arts)
- Limited grants for education and support for disadvantaged communities

Funding Amount: Typically £5,000–£25,000 per award; Deadline: Applications must be submitted by 31 December; decisions made in Spring, with grants paid by 30 June. Open to charitable bodies only (no individuals); Trustees prefer causes based in Scotland; Larger or multi-year grants only in exceptional cases at Trustees' discretion

[CLICK HERE TO LEARN MORE](#)

TURCAN CONNELL

# Cruden Foundation

Supports registered charities in Scotland working to improve and support their local communities. Funding is aimed at projects that enhance community wellbeing, education, and social inclusion.

## Eligible Expenditure:

- Community development projects
- Initiatives improving education, health, or social welfare
- Activities that strengthen local engagement and resilience

Funding Amount: Typically small grants (commonly £500–£5,000)

Deadline: Applications accepted year-round; decisions made periodically

Open to registered charities in Scotland. Applicants must demonstrate clear community benefit and alignment with the Foundation's charitable objectives.

[CLICK HERE TO LEARN MORE](#)

cruden  
FOUNDATION

# Esmée Fairbairn

## Communities and Collections Fund

Grants are available to museums and galleries in the UK for strategic development of their inclusive collections work and for partnership projects that improve inclusion and equitable working with community partners. Applications can be made for core and project funding. The fund has a twin focus on inclusion and collections. It is anticipated that this will result in work that explores and influences key themes in social and climate justice, such as wellbeing, decolonisation, climate crisis, antiracism and others.

Grants of between £40,000 and £100,000 are available over a period of up to three years.

Deadline: the first stage is to submit the Expression of Interest form by the deadline of 21 January 2026. Shortlisted applicants will be invited to submit a second-stage application by 13 May 2026.

[CLICK HERE TO LEARN MORE](#)



## Music for All - Community Project Funding

Grants are available to UK-based community groups that aim to bring musical projects to their local communities. The funding is for groups that need assistance to fulfil their potential in developing truly sustainable music programmes. In the current round, support will be available in the following areas:

- Groups working with those facing chronic diseases and conditions affecting quality of life
- Groups working with those facing financial hardship
- Youth clubs and comparable organisations usually targeting 8–24 year olds

Grants are at the discretion of the funders and values vary from round to round.

The next deadline for applications is 14 January 2026 (12 noon).

[CLICK HERE TO LEARN MORE](#)

Page 292



# Bank of Scotland Foundation - Empower Programme

Supports registered charities in Scotland that work with vulnerable groups by providing multi-year unrestricted funding to help cover essential costs and strengthen long-term sustainability. Eligible Expenditure:

- Core costs (including salaries)
- Delivery costs and project expenses
- General running costs

Funding Amount: Up to £250,000 over 3–5 years (£50,000 per year); Deadline: Opens 1 December 2025; closes noon 10 December 2025. Charity must support vulnerable groups and be registered in Scotland; Annual income between £150,000 and £500,000, Minimum of 3 years' accounts lodged and checked at OSCR, Must operate in Scotland and deliver services directly, Cannot apply if sole purpose is animal welfare, religion, or grant-making; political organisations also excluded, Cannot apply if you already have a live grant with the Foundation.

[CLICK HERE TO LEARN MORE](#)

 **BANK OF SCOTLAND**  
Foundation

## Lintel Trust - Small Grants Programme

Supports small, local not-for-profit groups in Scotland linked to a housing association, co-operative, or social housing provider. Funding is for grassroots projects reducing isolation, improving wellbeing, promoting digital participation, and supporting people excluded from community activities.

Eligible Expenditure:

Community-led projects improving wellbeing, inclusion, digital skills, or helping people move from homelessness into secure tenancies.

Funding: £500 or £1,000 per project; Deadline: 4 February 2026

Not-for-profit, Scotland-based, linked to housing provider; turnover under £50k; must have Equal Opportunities and PVG policies. Cannot fund salaries, capital projects, vehicles, holidays, or retrospective costs. Contribution must be at least 30% of total cost.

[CLICK HERE TO LEARN MORE](#)

  
**inteltrust**

# National Deaf Children's Society – Community Grants

Supports community groups, charities, and other not-for-profit organisations across the UK to deliver projects and activities that benefit early years deaf children (ages 0–5) and their families. Funding aims to improve communication, inclusion, and family support.

Eligible Expenditure:

- Activities that promote language and communication development
- Family support sessions and peer groups
- Resources or events improving access and inclusion

Funding: Up to £2,500 per project; Deadline: Applications accepted year-round; assessed on a rolling basis. Open to UK-based community groups, charities, and not-for-profit organisations. Projects must focus on early years deaf children and their families.

[CLICK HERE TO LEARN MORE](#)



## The Gateway Exchange Fund

Supports projects across Scotland that empower individuals to move forward in life and fulfil their potential through creative solutions, particularly for those facing challenges to their sense of worth and identity. Priority is given to initiatives involving arts, self-expression, and community building. Eligible Expenditure:

- Activities supporting prisoners or ex-prisoners
- Projects aiding recovery from drug addiction
- Support for individuals recovering from sexual abuse
- Creative and community-based initiatives that foster inclusion and self-worth

Funding: Up to £5,000 per project; Deadline: Enquiry forms due by 5 January 2026; successful applicants notified by end of January. Projects start May 2026.

Open to organisations meeting Foundation Scotland's common eligibility criteria. Smaller grassroots organisations may be prioritised in competitive rounds.

[CLICK HERE TO LEARN MORE](#)



# 7stars Foundation

The foundation makes grants to projects which support young people (18 years and under) who are challenged by abuse or addiction, who are young carers, or who are homeless/without a safe place to call home.

The following funding streams are available:

- Project Grants: One-off grants of up to £5,000.
- Shine Bright Long Term Grants: Two-year grants of up to £30,000 per year.
- Child Poverty Grants: Two-year grants of up to £30,000 per year.
- Social Impact Grants: Two-year grants of £5,000 per year.
- Individual Grants: One-off grants of up to £500.

Deadline: 1 December 2025 to 1 February 2026 for the March 2026 funding review

[CLICK HERE TO LEARN MORE](#)



## Henry Smith Foundation - Holiday Grants for Children

Grants are available for schools, youth groups, not-for-profit organisations, and charities to provide access to one-off recreational trips or holidays for groups of children aged 13 years and younger who experience disadvantage or disability and live in an area of high deprivation.

Applications can be made for grants towards a single trip, which could be a day trip or a longer residential of up to seven days in length. This could be to a countryside or city location but must be outside the children's immediate locality. Day trips should not involve a disproportionate amount of time spent travelling.

Grants of between £500 and £3,000 are available.

Deadline: 12 January and 30 April 2026 are open from 1 December 2025 and 19 March 2026

[CLICK HERE TO LEARN MORE](#)

**HENRY SMITH  
FOUNDATION**

# Grants for Businesses

## Aberdeen City Council - UK Shared Prosperity Fund: Energy Efficiency Programme - EXTENDED DEADLINE

Supports SMEs, sole traders, and third sector organisations in Aberdeen to improve energy efficiency, reduce carbon emissions, and lower energy costs as part of the city's net zero targets.

### Eligible Expenditure:

- Energy-saving upgrades such as solar PV/battery storage, air source heat pumps, LED lighting, insulation, double glazing, voltage optimisers, and upgraded electrical boards.
- Remote heating controls, ventilation and heat recovery systems, and other measures recommended by Business Energy Scotland.
- (Staff wages, recruitment costs, and VAT for VAT-registered organisations are not eligible.)

Funding Amount: Non-repayable grants of up to £10,000, covering up to 50% of project costs.

The deadline has been extended till 4th January 2026. Projects must be completed by 31 March 2026.



Funded by  
UK Government

[CLICK HERE TO LEARN MORE](#)



# Aberdeen City Council - Business Toolkit

The Business Toolkit is a resource for the local business and entrepreneurial community in Aberdeen, devised to signpost resources, guidance and opportunities to support and foster resilience and adaptability in Aberdeen City centre.

This resource supports best practice, knowledge sharing and networking, as well as offering a proactive approach to the challenges and opportunities of a changing high street.

Current grant schemes:

- Business Start-Up Grant Scheme: Support for new businesses launched since 1 October 2024. Grants: £1,000 (home/mobile) or £3,000 (rateable premises).
- Business Growth & Innovation Grant Scheme: Match-funded grants for expansion, technology adoption, and sustainability improvements. Up to £2,500 (50% match funding).
- City Centre Events & Markets Grant: Funding for events that boost footfall and community engagement. £1000 for food markets featuring local products, craft workshops, fashion shows and other creative public events.

Deadline: 28 February 2026 or until funds are allocated.



Funded by  
UK Government

[CLICK HERE TO LEARN MORE](#)





# Union Street Empty Shops Grant Scheme

Supports the reoccupation of vacant ground-floor units on Union Street by funding internal physical works and reconfiguration to enable new uses such as retail, cultural, hospitality, or office space.

Eligible Expenditure:

- Capital costs for internal reconfiguration and refurbishment of vacant premises.
- Works required to make units suitable for new tenants and commercial activity.
- Revenue or operating costs are not eligible.

Funding Amount: Up to 50% of project costs, capped at £35,000 per premises.

Deadline: Applications accepted until the end of the 2025/26 financial year or until funds are fully allocated.

[CLICK HERE TO LEARN MORE](#)



## Programme for Scotland's Childminding Future - Business Start-up Grant

Provides a package of support, funding, and training for individuals wishing to establish a new childminding business or enhance an existing one in Scotland. The programme aims to grow the childminding workforce and improve access to high-quality childcare. Eligible Expenditure:

- Business start-up costs for new childminders
- Free training and induction support
- One-to-one guidance from SCMA experts
- First year of SCMA membership

Funding: Minimum £750 grant per applicant; Deadline: Applications accepted on a rolling basis; registration process typically takes around six months

Open to individuals in Scotland who meet Care Inspectorate registration requirements and commit to completing SCMA's Childminding Induction Support Programme.

[CLICK HERE TO LEARN MORE](#)



# SWEF Business Grants

Supports young entrepreneurs in Scotland aged 18–30 to start or grow a new business. The grant aims to remove financial barriers and help individuals develop sustainable enterprises.

Eligible Expenditure:

- Business start-up costs
- Equipment or tools essential for operations
- Marketing and promotional activities
- Training or development to enhance business skills

Funding: Up to £2,000 per applicant; Deadline: Applications accepted year-round; assessed on a rolling basis

Open to individuals aged 18–30 living in Scotland with a clear business idea or plan. Applicants must demonstrate how the grant will support their business growth.

[CLICK HERE TO LEARN MORE](#)



## Oli Bennett Charitable Trust Young Entrepreneur Grants

Provides start-up grants to young entrepreneurs across the UK to help them launch a new business or grow an existing one. The fund aims to nurture entrepreneurial ideas and support individuals in building sustainable businesses. Eligible Expenditure:

- Initial business start-up costs
- Equipment or resources essential for business operations
- Marketing and promotional activities
- Training or development to enhance business skills

Funding: Typically up to £2,000 per applicant; Deadline: Applications accepted year-round; assessed on a rolling basis.

Open to UK residents aged 18–30 who demonstrate a viable business idea or plan. Applicants must show commitment to developing their enterprise and provide a clear outline of how funds will be used.

[CLICK HERE TO LEARN MORE](#)

# Electric vehicle infrastructure grant for staff and fleets

Helps UK SMEs cover costs of installing EV chargepoints and supporting infrastructure for staff and fleet vehicles. Eligible Expenditure:

- EV chargepoints and installation
- Wiring, groundwork, and future-proofing
- Up to five sites per business

Funding: 75% of costs, up to £15,000 per site; £350 per socket; £500 per enabled space; Deadline: Open now; closes 31 March 2026

UK SMEs registered with Companies House or VAT registered

[CLICK HERE TO LEARN MORE](#)



## Plug-in Vehicle Grant (PIVG) Scheme

Reduces the upfront cost of eligible electric and plug-in vehicles in the UK by applying a discount at purchase. Eligible Expenditure:

- New electric or plug-in cars, vans, trucks, taxis, motorcycles, and wheelchair-accessible vehicles approved under the scheme
- No separate application—dealer applies automatically

Funding: Discount applied at point of sale; amount varies by vehicle type (e.g., up to £2,500 for cars under £35,000; higher for vans/trucks); Deadline: Open now; closes 31 March 2026

Available to individuals and businesses purchasing or leasing eligible vehicles from approved dealers.

[CLICK HERE TO LEARN MORE](#)



# Strategic Innovation Fund – Round Four

## Innovation Challenges

Funds innovative projects that accelerate the UK's transition to net zero, reduce costs for consumers, and support energy networks to grow and scale. Eligible Expenditure:

Projects addressing Ofgem's Innovation Challenges:

- Faster network development
- Greater heat flexibility
- Embedding resilience
- Accelerating towards net zero energy networks

Funding: Multi-stage grants via Ofgem and Innovate UK; Deadline: Round 4 opened September 2024; ongoing cycles through 2025–26

Open to UK energy network licensees and partners (businesses, academia, innovators).

[CLICK HERE TO LEARN MORE](#)



## Scottish Enterprise - CAN DO Offshore Wind Innovation Feasibility Challenge Call

Supports Scottish businesses to conduct design, technical, or commercial feasibility studies for innovative solutions in the offshore wind sector.

Eligible Expenditure:

- Feasibility studies for new or improved products/services
- Technical and commercial design work

Funding: £30,000–£50,000 (up to 100% of costs); Deadline: Apply by 9 January 2026; projects to be completed by 30 June 2026

Scottish companies developing innovations to reduce offshore wind costs and strengthen supply chains can apply.

[CLICK HERE TO LEARN MORE](#)



# Low Emission Zone Retrofit Fund (Scotland)

Supports micro businesses and sole traders in Scotland's four largest cities to retrofit non-compliant vehicles with CVRAS-approved solutions meeting LEZ standards. Eligible Expenditure:

- Retrofit exhaust after-treatment systems for light commercial vehicles and wheelchair-accessible taxis
- Must keep retrofitted vehicle for 3 years

Funding: Up to £3,000 per vehicle (covers up to 50% of retrofit cost); Deadline: First-come, first-served; apply online before commissioning work

Micro businesses within 20km of Glasgow, Edinburgh, Aberdeen, or Dundee LEZs; vehicle must have CVRAS-approved solution.

**energy**  
saving  
trust

[CLICK HERE TO LEARN MORE](#)

## Low Emission Zone Support Fund for Businesses (Scotland)

Provides grants to micro businesses and sole traders near Scotland's LEZs to scrap older, polluting vehicles and move to cleaner transport options. Eligible Expenditure:

- Safe disposal of non-compliant vehicles
- Optional £1,000 extra for an electric or cargo bike

Funding: £2,000 per vehicle (up to 3 vehicles per business); Deadline: First-come, first-served; grant offer required before scrappage

Businesses within 20km of Glasgow, Edinburgh, Aberdeen, or Dundee LEZs; vehicle must meet disposal criteria and be owned for 12+ months.

**energy**  
saving  
trust

[CLICK HERE TO LEARN MORE](#)

# Scottish Enterprise Grants for Businesses

## Small Capital Grant

Supports capital projects driving economic transformation.

- Funding: £150k+ (up to 40% costs)

Eligibility: Scottish projects aligned with net zero.

## Capital Grant

For major investment improving productivity and wages.

- Funding: £150k+ (up to 40%)

Eligibility: Scottish-based projects, 6–36 months.

## Scottish Loan Scheme

Loans for growth, expansion, or working capital.

- Funding: £250k–£2m, 1–7 years.

Eligibility: 2+ years trading, £250k+ turnover.

## Co-Investment Fund

Equity co-investment with accredited investors.

- Funding: £100k–£2m (up to 50%).

Eligibility: High-growth Scottish SMEs.

## SMART: SCOTLAND

Feasibility studies for R&D projects.

- Funding: Covers study costs; match funding needed.

Eligibility: Scottish SMEs, own IP.

## New to Equity Pilot

First institutional equity investment support.

- Funding: £250k–£750k via loan notes.

Eligibility: Early-stage, innovation-driven.

## AI Adoption Feasibility Fund

Explore AI integration through studies.

- Funding: Early-stage costs.

Eligibility: Scottish businesses planning AI use.

## AI Adoption Transformation Fund

Implement AI solutions for productivity.

- Funding: Larger-scale AI projects.

Eligibility: Scottish businesses with clear AI plans.



[CLICK HERE TO LEARN MORE](#)

# IP Audit Grant

Provides UK SMEs with financial support to assess and develop an intellectual property (IP) strategy, helping protect and leverage IP assets for growth.

Eligible Expenditure:

- Professional IP audit services
- Advice on IP protection and management
- Recommendations for implementing an IP strategy

:

Funding: Up to £2,500 (typically 80% of audit cost); Deadline: Applications accepted year-round via the Intellectual Property Office

UK-based SMEs with innovative products or services seeking to understand and manage IP effectively can apply.

[CLICK HERE TO LEARN MORE](#)



## Business Catalyst (Large) Grants

Offers up to £7,000 to UK-based jewellers, silversmiths, and allied industry businesses (established 5+ years) to grow or expand operations. Eligible Expenditure:

- Skills training or internships
- Staff development
- New services or collections
- Market expansion (e.g., exhibitions, partnerships)

Funding: Up to £7,000 (incl. VAT); must contribute at least 10% of project cost; Deadline: Apply by 1 February 2026

UK-based businesses in jewellery, silversmithing, or allied industries, operating for 5+ years can apply.

[CLICK HERE TO LEARN MORE](#)



# Further Business Support and Contacts

**Aberdeen City Council - External Funding Team** provides support to local organisations to help identify funding for the delivery of projects in Aberdeen. Using GRANTfinder, an online funding search engine, the team can help streamline the funding search process and share up to date information on schemes from local, regional, national government, charitable trusts, and corporate sponsors.

**Aberdeen City Council - Business Support Team** provides tailored assistance to local businesses, offering expert advice, workshops, and networking opportunities. They support entrepreneurs at all stages - helping with planning, digital development, HR, and sales strategies. They contribute to city centre regeneration by offering digital toolkits and resources that help businesses adapt to changing consumer habits.

**Business Gateway** is a publicly funded service designed to contribute to the economic well-being of Scotland by providing access to free business support services.

**Scottish Enterprise** offers support for businesses to secure investment, enter new markets, boost performance, and help to build productive and engaged workforces.

**Aberdeen & Grampian Chamber of Commerce** enables the creation of connections designed to grow the local economy. This takes the form of events, news generation, research, events, training opportunities and international documentation services.

**Aberdeen Inspired** representing a network of almost 700 local businesses as a Business Improvement District, works with the business community to work on and introduce economy boosting ventures across the city.

**Opportunity North East** is a private sector economic development catalyst for the North East of Scotland and offers resources to help business achieve their potential and boost growth.



# Future Funds/News

## UK Budget 2025 Highlights

Chancellor Rachel Reeves' second Budget introduces measures to boost investment, support businesses, and strengthen regional economies.

### For Businesses

- Investment Incentives: New 40% allowance for upfront costs; consultation on attracting entrepreneurs.
- Tax & Rates: Three-year stamp duty exemption for UK stock listings; permanent business rate cuts for 750,000 retail, hospitality, and leisure firms.
- Skills & Employment: Fully funded apprenticeships for SMEs; minimum wage rises to £12.71; £1.5bn for Youth Guarantee and Growth & Skills Levy.
- Global Talent: Visa reforms to attract skilled workers.

### For Regions & Local Authorities

- Funding: £820m for Scotland
- Local Projects: Scotland gains £14m for low-carbon tech (Grangemouth), £20m for Inverclyde infrastructure, and £20m for Kirkcaldy redevelopment.

### Public Sector & Infrastructure

- £120bn for roads, rail, and energy upgrades; £15.6bn for city-region transport.
- £18m for playground improvements; £5m for secondary school libraries.

[CLICK HERE TO LEARN MORE](#)

# Aberdeen City Council – Rent Assistance Fund pilot

Supports Aberdeen City Council tenants by providing financial assistance towards council rent arrears and encouraging access to advice services to help residents manage income, benefits, debt, and employability support where needed.

## Eligible Expenditure:

- Financial payment towards rent arrears caused by financial hardship.
- Support for income maximisation, benefit uptake, and money advice.
- Help with sustainable tenancy solutions and ongoing affordability.

**Funding Amount:** Financial payment towards Aberdeen City Council rent arrears (amount based on assessment).

**Deadline:** Pilot scheme currently open; referrals must confirm tenant eligibility and financial hardship.

## How to Apply:

Referrals should confirm the tenant meets essential criteria, including being a current ACC tenant, engaging with the Council, and agreeing to share information for assessment. Applications require details of financial hardship, client information, and a financial statement.



[CLICK HERE TO LEARN MORE](#)

# UK Government - Local Growth Fund

The Local Growth Fund is expected to replace the UK Shared Prosperity Fund (UKSPF) as the UK Government's primary mechanism for supporting local economic developments.

- the programme is still in development
- no confirmed timescales or application guidance
- local authorities have been consulted, and UK Government officials are aware of the urgency to launch the fund

The fund is expected to continue the UKSPF's focus on local growth, regeneration, and community development, though specific priorities and delivery mechanisms are yet to be confirmed.

•



## UK Government - Pride in Place Programme

The UK Government has unveiled a £1.5 billion investment in communities as part of its Spring Spending Review. This initiative aims to support 14 of the most disadvantaged neighborhoods in Scotland, including Aberdeen City. The selection of these areas has been guided by the Scottish Indices of Multiple Deprivation and the Community Index.

The funding will target regions affected by significant deprivation and lacking strong social infrastructure, specifically neighborhoods with populations ranging from approximately 5,000 to 15,000. Local authorities are set to receive up to £20 million in funding over a span of 10 years, fostering flexibility, a long-term perspective, and engagement with local residents in the decision-making process. Additionally, Neighborhood Boards will be established, comprising key stakeholders and community members. The funding will include up to 37% revenue support to manage and deliver investment programmes. The UK Government is currently undergoing a neighborhood review process, and selected areas will be agreed and publicised later this year.

[CLICK HERE TO LEARN MORE](#)