



# **ANGUS JOINT CHILD POVERTY LOCAL ACTION PLAN 2019**

April 2019



**ANGUS**  
COMMUNITY  
PLANNING  
PARTNERSHIP



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# Executive Summary

The Child Poverty Act was introduced to ensure Scotland is the best place in the world to grow up, and live. This links to the Angus Community Planning Priority of 'Reducing Child Poverty'

Child poverty can undermine the health, wellbeing and educational attainment of the children who experience it. A 2013 study found that child poverty in the UK was costing at least £29 billion a year.

Data for the period 2014-17 suggests 230,000 children were living in poverty in Scotland. This is equivalent to one in every four children.

In Scotland, around 7 in 10 children living in poverty live in a household where at least one adult is working, and 10% of children are living in persistent poverty.

In Angus (after housing costs) we have 4,273 (19%) children living in poverty (2017) with the worst affected ward Arbroath East and Lunan. In this area 28.5% of children are living in poverty.

Due to the growing impact of child poverty the Child Poverty (Scotland) Act sets out four ambitious headline targets for 2030 that establish Scotland as the only part of the UK with statutory income targets on child poverty:

- Less than 10% of children are in relative poverty
- Less than 5% of children are in absolute poverty
- Less than 5% of children are in combined low income and material deprivation
- Less than 5% of children are in persistent poverty

Over the past six months a Child Poverty Working group has taken this work forward for the Angus Community Planning Partnership – conducting the mapping of current and new activity, supporting practitioners to prioritise activity and organising a regional child poverty summit to co-produce the delivery plan. The Child Poverty Working Group is made up of representatives from NHS Tayside, Third Sector, Dundee & Angus College, Council services including; performance, schools, welfare rights, communities, and community planning. It is chaired by the Angus Council Deputy Chief Executive to provide that strategic link with our elected members and also to emphasise the importance of the child poverty agenda at the highest level. We are all equal members on the Group and this exercise has already developed better relationships and opportunities for pooling of resources and expertise.

The raised importance of the child poverty agenda was demonstrated at Angus Council's budget setting for 2019/20 where the following partnership projects were supported:

- A funding allocation of **£80,000** was made to extend the 'holiday meals' provision for all families and to allow for more research and engagement with those most vulnerable around the causes of poverty and possible routes out of need.
- **£649,500** was awarded to support vulnerable families by extension of the Glen Isla project which has a focus on women within the criminal justice system. This additional funding will be invested in earlier intervention for women experiencing disadvantage and inequality, and for women requiring support with parenting and accessing services.
- We are also investing a **£100,000** for increasing modern foundation and graduate apprenticeships within Angus Council. This will support workforce development and sustainability in our area.

# Introduction

In Angus we are committed to reducing Child Poverty and achieving the Community Planning Vision:

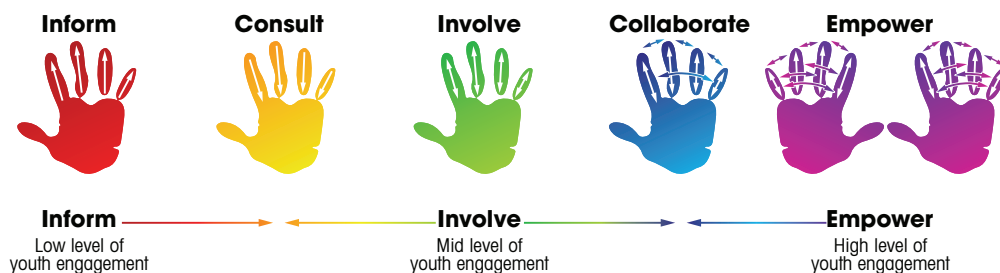
Angus  
is a great place  
to live, work and visit

The Child Poverty (Scotland) Act 2017 sets out the Scottish Government's statement of intent to eradicate child poverty in Scotland by 2030.

The subsequent national Child Poverty Delivery Plan 2018-2022, Every Child, Every Chance recognises that poverty is fundamentally about a lack of income. As a result, targets within the Act focus primarily on income measures, while the Delivery Plan actions are focused on increasing family incomes or reducing costs.

Although the greatest impact on child poverty will occur through nationally set policies and strategies, it is recognised that local agencies and communities have much to offer. As a result, the Act requires Community Planning Partnerships and Local Health Boards to jointly report, annually, on activities undertaken at a local level to further mitigate the impacts of child poverty.

Here in Angus we are now putting poverty and wellbeing at the heart of all of our strategic work as a Community Planning Partnership. This has been seen with the locality approach to identify local challenges and ensure effective engagement with our communities. As a Community Planning Partnership we are also accountable to our young people following the co-design of the Angus Youth Engagement Strategy. The principles of this work are shown throughout this action report and will be part of the work moving forward <https://www.youtube.com/watch?v=u4ZsVbnwqpk>



The Child Poverty Act introduced the requirement for local authorities and each relevant Health Board to jointly prepare a Local Child Poverty Action Report. This report alongside the Angus Poverty Profile and Action Plan sets out the background and current picture in Angus, what actions are being taken to tackle each of the three drivers of poverty and our planned way forward.

This plan should be read in conjunction with Every Child, Every Chance, The Tackling Child Poverty Delivery Plan 2018-22, which was published on 29 March 2018 at [www.gov.scot/everychild](http://www.gov.scot/everychild)

This Local Action Plan for Angus outlines the challenges faced, how this plan links to existing activity, what we intend to do over the 2019/20 financial year and some areas we would like to explore further in the future.



# Strategic Context

The Angus Local Outcomes Improvement Plan (LOIP) is the overarching strategy to influence and guide Community Planning partners towards the vision. The LOIP has three high level priorities – Reducing Child Poverty, Improving Mental Health and Wellbeing and Improving Accessibility and Connectivity.

The Tayside Children's Services Plan is aimed at reducing inequalities and improving outcomes for all of Tayside's children.

## National

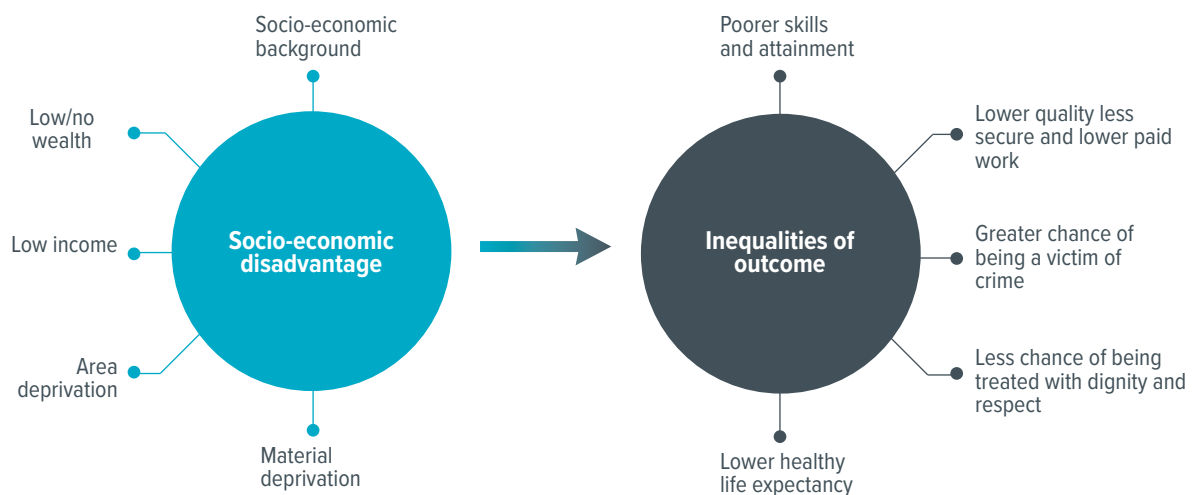
Child Poverty Act 2017  
 Fairer Scotland Duty  
 Community Empowerment Act 2015  
 Children and Young People (Scotland) Act 2014  
 Education Scotland Act 2016  
 Every Child Every Chance National Delivery Plan  
 No One Left Behind 2018  
 Outcomes-Focussed Plan - Mitigating the Impact of Welfare Reform on Health and NHS Services, Service Users and Employees 2018

## Regional

The Tayside Plan for Children, Young People and Families 2017 – 2020  
 Tay Cities Deal – Inclusive Tay  
 Tayside Regional Improvement Collaborative  
 Tay Region Child Poverty Summit February 2018  
 NHS Tayside Health Equity Strategy – Communities in Control  
 NHS Tayside Local Action Plan to Mitigate the Health Impact of Welfare Reform 2018

## Local

Local Outcome Improvement Plan  
 Community Learning and Development Plan 2018 - 2021  
 Financial Inclusion Strategy  
 Partnership plans

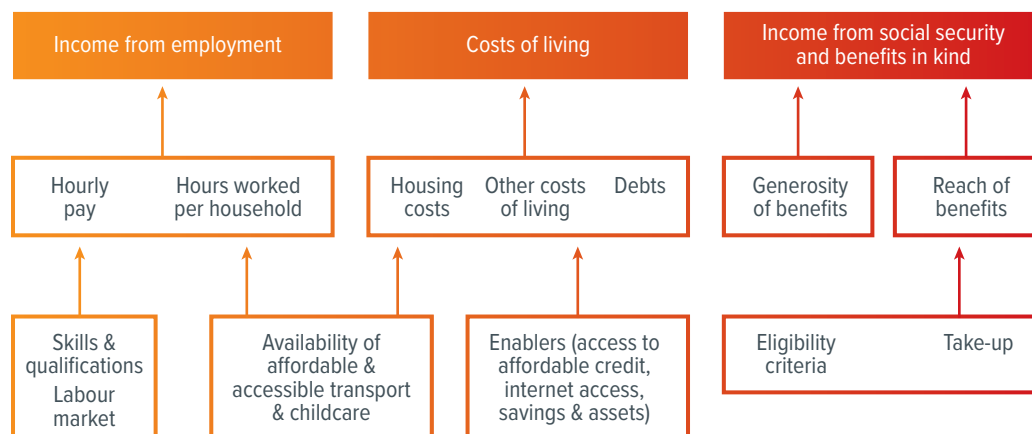


Fairer Scotland Duty which came into force in April 2018. This places a legal responsibility on public bodies to pay due regard to how they can reduce inequalities of outcome caused by socio-economic disadvantage when making strategic decisions. This duty is our opportunity to do things differently and puts tackling inequality genuinely at the heart of decision making. This is set out in the diagram below:

To ensure accountability of actions and delivery it has been agreed that the Child Poverty Local Action Plan will be progressed and monitored through the Angus Integrated Children's Services Group. This group co-ordinates and integrates actions to improve outcomes for children, young people and families across the Angus area. As an interim process the Child Poverty Working Group will also remain for six months. At a regional level the Tay Collaborative has a shared outcome to address child poverty which will provide another vehicle to support this work.

# Drivers of Poverty

Evidence suggests that there are three main drivers of poverty in Scotland income from employment; income from social security and benefits in kind; and costs of living. These three drivers form the basis of the Scottish Government's Child Poverty Delivery Plan 2018-2022. Both local and national action to address these drivers are necessary to meet the 2030 targets to reduce child poverty in Scotland laid out in the Child Poverty (Scotland) Act 2017. We refer to these drivers of poverty throughout this local action report.



## Interim Targets

The Act also sets out interim targets, to be met in the financial year beginning on 1 April 2023 – which is the halfway point between the position at the time the Child Poverty (Scotland) Act was passed and the 2030 target date for the meeting of the targets:

- Less than 18% of children are in relative poverty
- Less than 14% of children are in absolute poverty
- Less than 8% of children are in combined low income and material deprivation
- Less than 8% of children are in persistent poverty

## Protected Characteristics

As part of the mapping consideration has also been taken of protected characteristics. This provision reflects the need to consider whether families with a member or members with one or more protected characteristics may face particular challenges in terms of:

- Being able to access a level of income which can sustain a family
- Having to meet costs linked to one or more family members having one or more protected characteristics, additional to the costs incurred in raising a family.

A full list of these Protected Characteristics, (as set out in the Equality Act 2010), are below:

- age;
- gender reassignment;
- pregnancy and maternity;
- religion or belief;
- Sexual orientation.
- disability;
- marriage and civil partnership;
- race;
- sex;

'No One Left Behind' the National agreement to align employability services across Scotland will play a big role in Income Maximisation and links to the work underway through Tay Cities Deal.

# Angus Poverty Profile

The Child Poverty Action Group (CPAG) gave a presentation to our Integrated Children's Services Group which set out some baseline figures within Angus and current child poverty rates.

## Income from employment

### HOURLY PAY

£11.06 gross median hourly pay (2018)  
21.6% increase since 2007  
15.4% below the median for Scotland (£12.90)

### HOURS WORKED

32.6 median paid hrs per wk (2018)  
2.2% decrease since 2007  
Very similar to median for Scotland (32 hrs)

### EMPLOYMENT RATE

61.9% (2017)  
4.2% decrease since 2007 (69.3%)  
  
53.7% for no qualifications -  
6.8% reduction since 2007 (57.6%)  
  
Scotland rate = 58.0%  
47.4% for no qualifications

### QUALIFICATIONS

26.3% gap between school leavers in SIMD1-SIMD2 who achieved 1 or more awards at SCQF Level 5 or better (2018). Exact same gap as 2014  
  
Gap for our comparators is 23.3%  
  
National gap is 18%

## Costs of living



■ Workless households with children (12.4%)  
Increase of 0.4% since 2007  
■ Working/mixed households with children (84.6%)

**20.3%**

of children are living in families with limited resources (low income & material deprivation)

### CHILDCARE

54.7 total early learning & childcare services per 10,000 children - 40.4 for Scotland  
  
91.2% of all nursery services providing funded places - 94.1% for Scotland



### TRANSPORT

83% of the population reported that public transport was easy to access  
(Angus Citizen Survey, 2017)

### HOUSING

#### Social Housing (2017/18)

- 2,156 new housing applicants
- 83 supported lets
- 8.9% of lettable houses become vacant (8.6% national average)
- 34% lets to homeless applicants
- 51% to housing list applicants

#### Private Rented (2017)

- Median cost of 2 bed house £540/mth - 12.5% increase since 2010
- Median household estimate for Angus is £28,739 - making annual cost of £25,920 for 2 bed house unaffordable

## Income from social security and benefits

### Child Tax Credit (CTC)

14.1% of all children living in families are in receipt of CTC whose reported income is less than 60% of the median income (2016). See the map for figures by ward

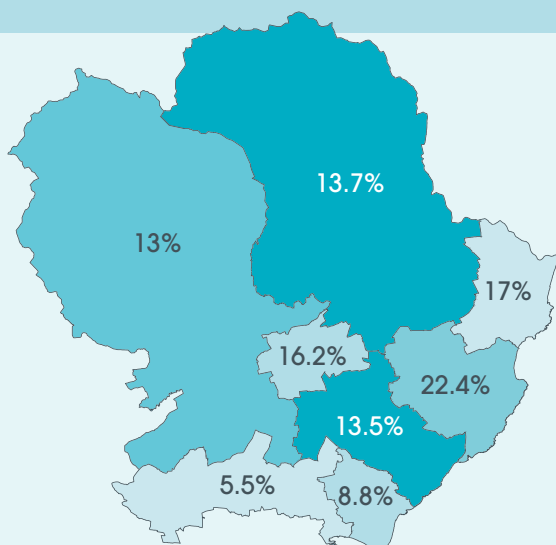
For Scotland this figure is 16%



### Free school meals

**12.8%**

of P4-7 pupils are FSM registered (2018)



# Current Activity

The mapping of current activity was extremely varied and detailed with regards to the services available in Angus. In order to focus the priorities the mapping was done in relation to the 3 poverty drivers. During the co-production session at the Child Poverty Summit 2019 the following elements were considered but under Short, Medium and Long Term to enable prioritisation:

- Reduce poverty between now and 2030
- Does not reduce poverty before 2030 but has a potentially longer term preventative outcome
- Does not reduce poverty before 2030 but will improve wellbeing of families experiencing poverty now.

The full mapping document is available online at [www.angus.gov.uk/currentactivity](http://www.angus.gov.uk/currentactivity) however some key work undertaken in the past year includes:

## Income from Employment

- Prevention activities for Families & Family Support
- Mock interviews with 4th year high school pupils
- Employability services across all ages
- Working Health Services Vocational Rehabilitation
- Women within the criminal justice system & Youth Justice Initiatives
- Literacy & Numeracy, including financial literacy/Digital literacy/Life Skills (health and wellbeing)/Family learning/ESOL
- Youth Work - community based activities
- Discretionary Childcare Fund providing placements for young people
- Pupil Equity Fund investment – mental health sessions, training and holiday activities

## Costs of Living

- Holiday Hunger – supporting those in need during school holidays
- Safe and Together – challenging domestic abuse, supporting non abusive parent and children
- Youth Support – providing diversionary activities and peer mentors
- Improved Referral Pathways for families in need
- Housing Development considerations
- Communities – Learning and Development
- D&A College only FE/HE applicant in Scotland for Reducing Child Poverty National funding - £185,490 for yr 1

## Income from Social Security & Benefits in Kind

- Corporate Parenting Interventions and support
- Welfare Rights Service, including MacMillan Cancer Support project and Universal Credit support.
- Development of Financial Inclusion Referral Pathways
- Impact of poverty training/awareness - raising activities for staff
- New Voluntary Action Angus Hub: Co-Location opportunities
- Promoting uptake of Best Start Grant and Baby Box Scheme
- Financial Education in schools and through partner interaction
- Uptake of the Scottish Welfare Fund
- Income Maximisation/Debt/Budgeting Advice/Welfare Reform Mitigation/Appeal representation
- Automation of benefits – school meals and uniform grants



## Angus Child Poverty Driver Case Studies 2017/2018

### Youth Work

2017/18 statistics



**513**

Young people registered

**25**

Youth worker projects

**63**

Dynamic Youth Awards

### Communities Adult Learning



**42**

Adult Learning Groups



**93**

Groups supported



**86**

SVQ Awards



**13**

Adult Achievement Awards



**998**

One to one support



**107**

Adult participants

### Social Security Benefits or Benefits in Kind

Welfare Rights financial gains and activities for 2018



**£6,015,209**

Total gain for people in Angus

**£725,000**

Debt rescheduled

**2,438**

Welfare Rights cases

**269**

Debt cases

**278**

Represented appeals

### Shared Apprentice Ltd



Upskilling our young people



Growing our local businesses

**32**

Local host companies have taken on apprentices

**40**

Apprentices employed with SAL since 2015



# Future Activity

Within the mapping of future activity (available at [www.angus.gov.uk/newactivity](http://www.angus.gov.uk/newactivity)) it has been organised using the drivers of poverty with key priorities identified by partners at the Child Poverty Summit held on 28 February 2019. This regional event allowed practitioners and partners to co-produce our plan for the future. As part of the reporting requirement particular importance was put on income maximisation activity, priority groups and reducing Adverse Childhood Experiences as detailed below.

## **Income Maximisation Activity**

The Act further requires that, in the context of reporting on activity that has been taken or is proposed in support of meeting the child poverty targets, local authorities and NHS boards must report in particular on:

Income maximisation measures taken in the area of the local authority during the reporting year to provide pregnant women and families with children with:

- a) Information, advice and assistance about eligibility for financial support, and
- b) Assistance to apply for financial support

The child poverty local action reports present an opportunity for local partners to set out what they are doing to develop and embed models of income maximisation support for pregnant women and families with young children using the learning from models such as Healthier Wealthier Children.

Angus Community Planning Partnership recognises that income maximisation is at the core of reducing child poverty. We provide a comprehensive in-house welfare rights service to advise and assist families with all aspects of benefit and debt advice. The service can be accessed in a variety of ways to be as inclusive as possible. There is also a self-help, user friendly, benefit calculator embedded on the Angus Council website which can be accessed by the public at any time to allow them to carry out their own benefit checks and better off calculations for those digitally enabled. It is hoped that this will soon be supported by web chat during normal office hours. In addition the welfare rights service have a Facebook page for promoting both benefit uptake and financial inclusion related matters, and for receiving private messages directly from residents. The welfare rights service also undertakes home visits or local office appointments for those who require face to face support. Our council webpages have several webpages dedicated to Benefits and Money advice.

Work is ongoing in partnership with the welfare rights service to support parents within the school environments, who do not have digital skills or face literacy difficulties, to access school uniform and free school meal entitlements as well as any other additional supports their families may need.

NHS Tayside are engaged in the development of referral pathways to welfare rights/money advice services, particularly within maternity, health visiting and child/family services, supporting staff in their referral process and encouraging inequalities - sensitive practice.

Our local Citizens Advice Bureau are also providing a telephone and face to face Financial Health check service to families and pregnant women as part of the national offer. The Voluntary Action Angus also have a presence within local health centres as part of a social prescription offer so that Angus citizens can access a holistic wellbeing offer.



### Priority Groups in Child Poverty Delivery Plan

The Every Child Every Chance Delivery Plan identifies a number of priority groups being targeted as particular beneficiaries of the Plan's commitments:

<b>Lone Parents</b> 36% of children in relative poverty	<b>Disabled</b> 30% of children in relative poverty	<b>3+ Children</b> 30% of children in relative poverty	<b>Minority Ethnic</b> 37% of children in relative poverty	<b>Youngest Child Aged &lt;1</b> 32% of children in relative poverty	<b>Mothers Aged &lt;25</b> 36% of children in relative poverty
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Living in remote rural locations was also identified as an additional barrier faced by families in these groups and is very relevant for Angus.

### Adverse Childhood Experiences (ACEs)

The National Delivery Plan also makes clear that addressing ACEs is a key priority. Although it is important to acknowledge that ACEs can be experienced across the whole income spectrum, living in a low income household is associated with higher levels of ACEs. Children growing up in poverty also have less access to resources which can help reduce the negative impacts of ACEs, such as, sports clubs, leisure activities, and good quality housing and neighbourhoods. Health representatives within the Angus Community Planning Partnership presented to the board on ACEs and this was set as a priority for us to explore and is present within the mapping and case studies.

### Partnership Working

Dundee and Angus College were successful in securing £185,490 2018/19 under the Reducing Child Poverty National funding to deliver two programmes focusing on the protected priority groups. This project has included increasing the capacity within Angus to support those most in need of support, training and gaining employment.

For 2019/2020 The College aim to further develop this work through an outreach provision which will allow those most in need to get flexible person centred support which will ensure the best possible outcome for the participant.

Alongside this additional resource Voluntary Action Angus the Third Sector Interface has recently taken over The Cross in Forfar and aim to create an integrated hub which will bring partners together to provide a one stop shop for local people. This improved collaborative approach will improve engagement with those people most in need and allow greater involvement with services that can help.

It is worth highlighting that since the Child Poverty Act was published there has been a greater emphasis on policy development which will impact on Child Poverty. An example of this is the Housing beyond 2021 consultation – putting poverty at the heart of planning to ensure that we have a housing stock that is not only fit for our demographic challenges but has taken into account transport, access to services, Economic growth and opportunities for the future.

# Monitoring and Evaluation

To ensure our monitoring and reporting are streamlined with existing reporting routes it is planned to use the overarching philosophy outlined by the Scottish Government with regards to the Child Poverty Action reports:

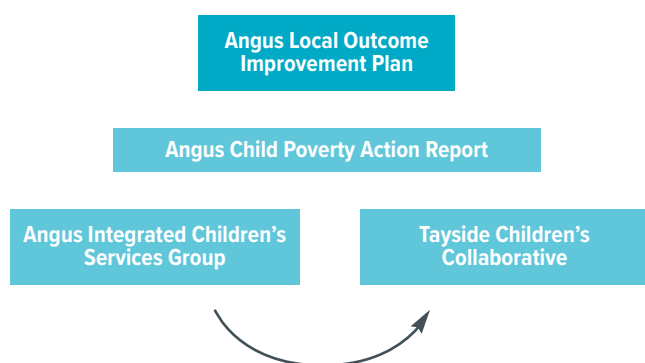


To compliment this work the Angus Community Planning Partnership, under the Community Empowerment (Scotland) Act 2015, must produce a Local Outcomes Improvement Plan (LOIP), describing their collaboratively agreed local priorities for improvement. In Angus the three priorities are:

- Reducing Child Poverty
- Improving Mental Health and Wellbeing
- Improving Accessibility and Connectivity

Within Angus Community Planning Partnership a routine of self assessment, outcomes reports and options appraisals are currently used to measure performance and impact. This is done through the Local Authorities Performance reporting system Pentana. Following the publication of the Child Poverty Action Report these actions will be on the system and reported on throughout the year in line with the Plan – Act – Review thinking.

Overseeing the delivery of the Plan will be structured as follows:



## Monitoring

For example:

- Pupil Equity Fund Expenditure
- Ward Level deprivation
- Citizens Panel Wellbeing indicators – safe/healthy/poverty
- No and category of children registered on the child protection register
- No of children in Poverty
- % of children who are accessing their funded entitlement to early learning and childcare







# CASE STUDIES

## Reducing Child Poverty Project

**Delivery Partners:** Dundee & Angus College

**Poverty Driver Impact:** Income from Employment

### The Challenge

Increase engagement with the most vulnerable members of our communities to break the long-term cycle of disadvantage, disengagement and poverty, providing intensive support to reduce barriers, improve skills, access training and qualifications and reach a positive destination.

### Implementation of Change Plan

Dundee and Angus College has been successful in securing an Access Grant through the Scottish Governments Child Poverty Fund. This is a strategic fund facilitated by the Scottish Funding Council (Child Poverty Working Group) and the College sector. Funding has been confirmed until July 2019 with the potential for this to be extended for a further two years. The funding will support two strands of the project:

1. Project Team A: Broader based interventions to engage and empower lone parents, carers and Care Experienced young people in the Angus and Dundee areas, with the view to increasing the college profile and enhancing accessibility and uptake with education, employment or other options through a programme of positive interactions and opportunities.
2. Project Team B: Delivery of 14 week intensive training programmes (minimum of two per annum) targeting disengaged 16-19 years olds in the Dundee and Angus areas. These programmes will provide opportunities to engage in behavioural change, boost self-confidence and resilience, improve physical fitness, enhance emotional health and well-being, nutritional support, develop skills in employability and vocational subjects, gain accredited qualifications, participate in work experience, a community challenge and create a sustainable action plan for the future to support transition into sustained employment, education or other opportunities thereby reducing the potential of living a life in poverty.

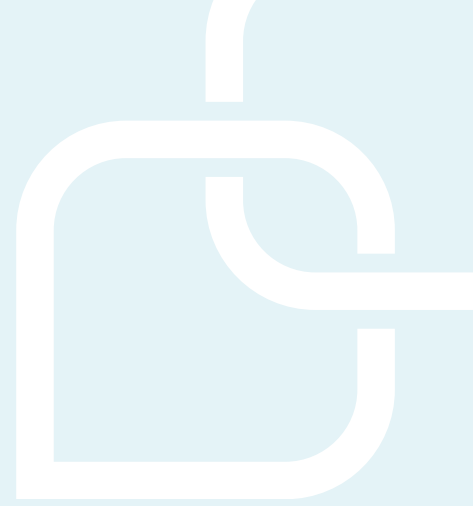
Clients from both project teams will benefit from additional, concentrated support through the college life cycle – financial, social, emotional and behavioural.

### Outcomes/Impact

Subject to funding, short and long term outcomes have been identified for both strands. Ultimately, these outcomes will re-engage disengaged young people from our communities and reset attitudinal barriers to education, employment and progression.

### Next Steps

- Project Teams A & B have programmes planned to 31 July initially.
- A full project plan is underway detailing key milestones to July 2019, 2020 and 2021.



## Housing Projects

**Delivery Partners:** Angus Council Housing Service

**Poverty Driver Impact:** Cost of Living

### The Challenge

Having a stable and good quality home as the lynchpin of improving life chances, targeting those areas most in need, improving service delivery

### Implementation of Change Plan

Investing heavily in two areas of Arbroath where levels of child poverty are highest in the area between the harbour and Warddykes, known as the Abbey Quarter; and at Timmergreens.

At the Abbey Quarter Angus Council's Housing Service removed the poor quality five storey flats that previously housed young families, as they were poorly insulated and had a bad design that did not encourage social interaction for children or outside play. We re-housed existing tenants into better and more efficient low rise homes, being careful to accommodate them as far as possible within existing catchment areas of schools. We are now building high quality low rise mixed sized housing to accommodate a range of household types, which will improve social cohesion. A careful design layout provides safe amenity and play space for children, by managing traffic on site in a way that gives preference to pedestrians, with motorists giving way. We are also funding the re-design of a road junction to provide traffic signals that will improve the route to school for the children from the houses.

At Timmergreens we are removing poor housing that has attracted stigma over many years and has recently been seen as housing of last resort, for poorer families. This is being replaced with cottage style accommodation that will surpass the quality of the houses around. We are working with our Schools and Learning colleagues to co-ordinate our regeneration with our school estate improvement programme. We are providing better connectivity by creating active travel routes, making safer routes for children to walk or cycle to school. We are also funding new play areas and equipment. The homes themselves will have very high levels of insulation, extra space for studying, and in-curtilage parking.

### Outcomes/Impacts

Since 2011/12, the Council has prioritised delivery of over 400 new affordable homes across communities in Angus. These have been delivered directly by the Council as well as housing association partners and have been supported by the Scottish Government's Affordable Housing Supply Programme.

The Council is building around 40 new homes each year, but that will soon increase to around 70 per year. Much of this investment is focused on housing led regeneration in our most deprived areas, aimed specifically at improving the local environment.

The Local Housing Strategy has a target to deliver at least 20% of new affordable housing as suitable for people with particular needs, at least half of which should be suitable for wheelchair users as we recognise the link between disability and poverty.

- Healthy eating and food growing initiative, North Arbroath working with schools and third sector partners in the North of Arbroath, one of our most deprived areas, to help promote healthy eating and food growing for our tenants and their children.
- Providing land for people to grow food, and learn how to cook nutritious food at low cost
- Children are involved directly through the local schools, whilst supermarkets are providing a range of fresh foods.
- We provide community cooking facilities for demonstration and hands-on learning

# CASE STUDIES

## Homelessness

- Rapid Rehousing Transition Plan ensure that families experiencing homelessness can secure permanent accommodation much more quickly,
- Reducing stays in temporary accommodation

## Lessons Learned

We have ensured that we consult and involve the local communities whenever we can. The houses and their surrounds belong to the community. Where you can have their input and assistance to frame what it is they need to thrive, then that early buy in results in happier and more secure neighbourhoods. Staff are highly motivated and equipped to better serve the public by improving our processes and priorities. Partnership working is essential to deliver the best services possible. We consult and work alongside housing associations and the third sector to maximise results for all.

## Next Steps

The Strategic Housing Investment Plan 2019/20 – 2023/24 projects that over 600 new affordable homes could be delivered in the next five years. Around 40% of these will be built in areas which are in the Scottish Index of Multiple deprivation bottom quintile (lowest 20%).

In a more holistic sense, we are modernising our business so that we can make savings from a digital transformation, and re-invest in our frontline services to support our most vulnerable customers. We will re-provision our staff resources more effectively to focus on customer engagement and service quality and target our resources in the most deprived areas where child poverty is prevalent. For example, we have already re-planned substantial investment in our Bathroom replacement programme so that it begins in Brechin, an area of concern in terms of child poverty.

## Shared Apprenticeship Limited (SAL)

**Delivery Partners:** SAL, Dundee & Angus College, Construction Industry Training Board (CiTB)

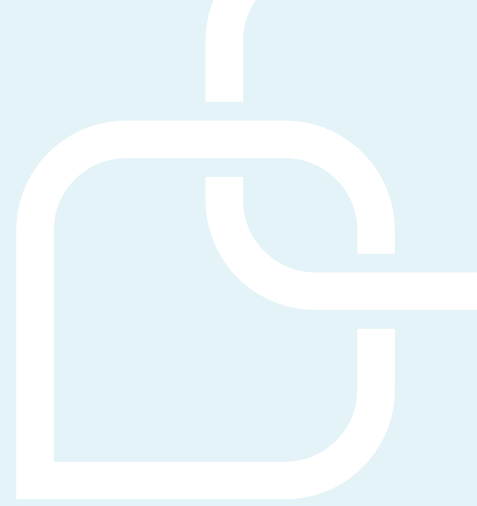
**Poverty Driver Impacts:** Income from Employment

## The Challenge

Increase access to high quality, sustainable employment for the young people of Angus and Dundee  
Stimulate and sustain growth in construction sector particularly for SMEs who struggle to compete and grow in this current economic climate

## Implementation of Change Process

SAL is an innovative programme that is a collaborative approach between public and private partners to increase the skills levels in the construction sector, while still being young person centred. All apprentices are employed by SAL for the duration of their apprenticeship and whilst working towards their qualification, each apprentice is placed with a number of private sector employers. The private sector employer contributes towards the wage cost of the apprentice whilst they are with them. There is no contribution required from the employer when the apprentice is on holiday or at college. All employment terms and conditions lie with SAL, which offers the young person comfort that they will get a well-rounded apprenticeship and for the employer the comfort that there is no risk in committing to a four year apprenticeship. Angus Council also have SAL options embedded into their community benefit clauses in their public procurement to further promote the project.



## Outcomes/Impacts

Young people are offered opportunities to start an apprenticeship in the fields of bricklaying; joinery; roofing; painting and decorating; and most recently electrical and civil engineering. A large proportion of the apprentices have come from economically disadvantaged backgrounds or those who have some other barrier to employment such as learning difficulties. The programme provides more than just employment – it has been instrumental in mentoring and enabling young people to develop the skills and confidence to lead more independent lives. Whilst only in its fourth operating year the success of SAL is outlined below:

- The company has a workforce of 40 apprentices
- Dundee City Council joined the programme in 2017
- Turnover of apprentices has been low, with five having left the programme through either ill health; change of career; or (1) poor timekeeping
- Three apprentices were invited to represent the local college in the Scottish heat for the National Skill Build competition. One apprentice was placed second in the joinery category for Scotland
- Company runs at 95% apprentice utilization with local employers
- There are 39 employers signed up for the programme
- The Company was a finalist and highly commended at the Dundee and Angus Courier Business Awards category 'New Small Business of the year'.
- Winner of the Delivering Excellence Award from Scottish Government at the COSLA awards 2018

## Lessons Learned

There were initially some doubts around whether take up with local employers would be supported, recruitment of suitable candidates and sustainability of those employed. These challenges were overcome in large part by having a dedicated point of contact, a SAL coordinator, to act as promoter of the programme, monitor for the apprentices and to deal with any issues faced by both apprentices and employers. While this model has shown how useful it can be in supporting young people into quality employment opportunities while supporting growth in local employers, it took considerable effort to obtain the necessary buy in from industry leads CiTB as well as from employers for this model to grow into the strong position it is currently. It is a model that could be used in other areas such as attracting more women into sectors or those with young children, we do currently have two apprentices who are also parents but this has been by chance rather than dedicated recruitment. This expansion would, however, require further resourcing in both staffing and funding which is not available at the moment but are areas that will be monitored for potential growth.

## Next Steps

SAL continues to grow. We have provided additional funding to our young people who can face additional barriers such as purchasing of safety equipment, travel expenses which can be a particular problem in Angus or any other expenses that act as a barrier to sustaining their apprenticeship as we want to ensure that these opportunities are available to all.

# CASE STUDIES

## Impact of Poverty Awareness Training

**Delivery Partners:** NHS Tayside, Angus Council Welfare Rights Team

**Poverty Driver Impact:** Income from Social Security and Benefits in Kind; Costs of Living

### The Challenge

Increasing knowledge, skills and confidence for NHS, Local Authority and Housing Association staff to enable routine and appropriate referral of patients/clients to income maximisation/financial inclusion services via agreed local pathways, and encouraging inequalities-sensitive practice.

### Implementation of Change Process

Course content covers: Raising awareness of poverty, including in-work poverty; reducing the stigma associated with living in poverty; supporting poverty and inequalities sensitive practice; and how to signpost people in poverty to sources of support. This work forms part of a wider range of initiatives around the development of financial inclusion referral pathways and encouraging inequalities-sensitive practice within NHS Tayside.

### Outcomes/Impacts

Four courses have been delivered in Angus since April 2017 with 53 people attending. Participants report significantly improved knowledge and understanding as a result of the training. Comments from evaluations include:

- More knowledge of impact of poverty and where to direct people for help
- Better understanding of welfare benefits system
- Will now look more carefully into reasons for things and be more respectful in my questioning
- More aware of colleagues' situations
- Will be able to help staff affected by in-work poverty and assist them in finding information and advice to help their situation

### Lessons Learned

A real lack of awareness exists in relation to poverty issues and what living in poverty really means for many families. This is particularly true of in-work poverty, the general assumption being that if you have a job then you are not poor. There is therefore a need for continued roll-out of the training alongside other awareness-raising activities in an effort to improve understanding and combat stigma.

### Next Steps

In the coming year, training provision will continue with additional courses being offered to specific groups of staff in NHS midwifery, health visiting and child and family services.



# Timeline of Reporting Requirements

The implementation of the Child Poverty Act gives us as partners the opportunity to streamline reporting requirements. As part of the Children's Services Plans (CSP), the work underway through this report will be used to showcase the child poverty measures, this reduces duplication and creates efficiencies as recommended by the 2010 Christie Commission. As one of the Angus community Planning Partnership Priorities this will also be reported as part of the annual performance reports to ensure continuous improvement.

	2018			2019			2020			2021			2022			2023			2024			2025			2026			2027			2028			2029			2030		
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4			
Child Poverty Local Action Report																																							
Children's Services Plans (part 3 of CYP Act)																																							
Annual reporting on Children's Services Plans																																							
Children's Rights Reporting (part 1 of CYP Act)																																							
Local Outcome Improvement Plan																																							
Local Outcome Annual Reporting																																							

